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On Page 708—Under *Industrial Composite*—Column 1—*Employment*—Opposite Jan. 1, 1954—for 119·9 *read* 109·9.

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JANUARY 18, 1954

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

DURING the last few months, the expansionary trend in output and employment in the Canadian economy has lost some of its momentum. In the autumn of 1952, total employment expanded contra-seasonally, particularly in the manufacturing sector, and remained relatively high during the winter. During the same period in 1953, total employment declined somewhat more than seasonally although in November it still remained approximately at year-earlier levels. This, combined with the continued growth of the labour force, has resulted in a level of unemployment considerably above the relatively low level of 1952.

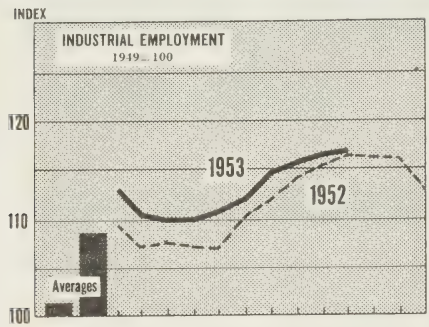
Seasonal influences were apparent in a wide range of industries during December. As a rule, the colder weather in this month leads to the release of a large number of workers; some of these find alternative employment and some retire from the labour force but many become seasonally unemployed. In 1953 the tendency for economic activity to expand less rapidly during the last half of the year accentuated this seasonal trend. As a result, the number of persons at work fell by 64,000 between November and December, more than double the decrease during the same period a year earlier.

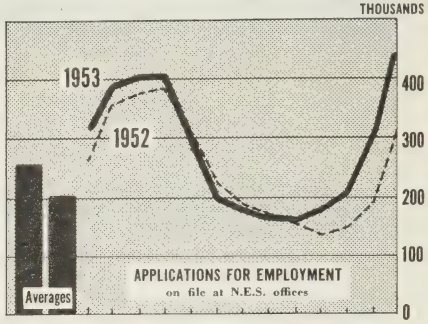
This decline, when combined with the gradual growth of the labour force during the year, resulted in a considerable increase in unemployment in most parts of the country. By January 1, the number of areas with labour surpluses had increased by 19, bringing the total to 91. This compares with 72 areas in this category a year earlier.

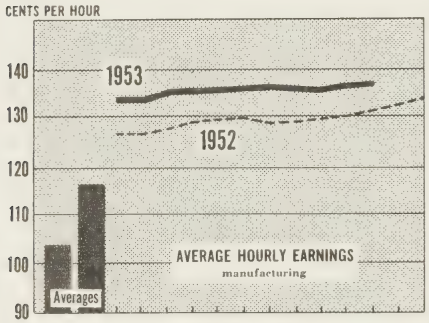
In addition to the usual seasonal declines in many industries, substantial inventories and increased import competition were reflected in lower levels of output and employment. Manufacturing employment, which last August was about four per cent above 1952 levels, declined so that by November it approximated the 1952 level. While employment in many industries such as transportation equipment manufacturing,

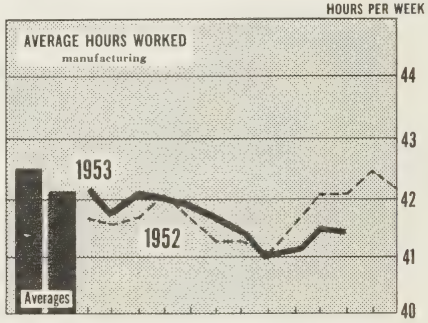
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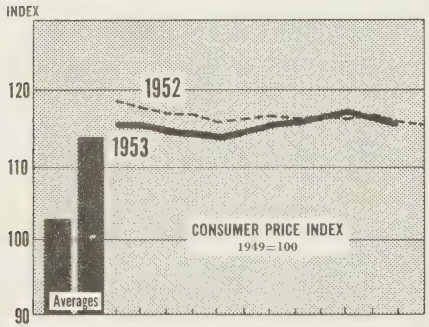
CURRENT LABOUR TRENDS

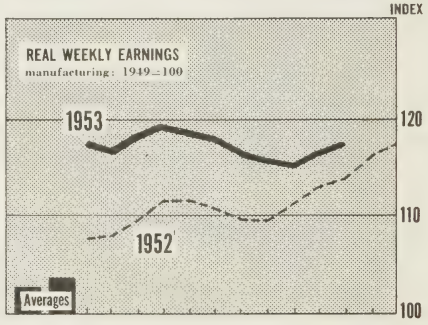




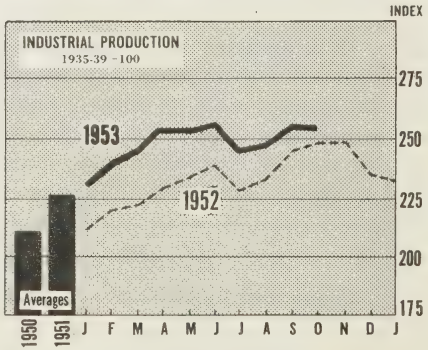












transportation, electrical apparatus and others was still above 1952 levels, employment stabilized or declined in the producer goods and some consumer goods industries and in lumbering, textiles, clothing manufacturing and mining.

Manufacturing employment at November 1, 1953, was 0.5 per cent lower than at November 1, 1952, this being the first time in 1953 that a year-to-year decrease was recorded. Within the manufacturing sector, employment trends diverged markedly between industries. Year-to-year employment decreases ranged from 3 per cent in railway rolling stock to nearly 8 per cent in textile and clothing, 12 per cent in sawmills and 30 per cent in agricultural implements. A somewhat smaller group of industries continued to show year-to-year employment increases, the more notable being shipbuilding (26 per cent), aircraft (15 per cent), electrical apparatus and supplies (9 per cent) and chemical products (5 per cent).

The year-to-year decrease in total manufacturing employment represents a reduction of about 7,000 workers. However, taking into consideration the gain in manufacturing employment of previous years (an average of 4.3 per cent annually in 1949–1952), the decrease of 0.5 per cent at November 1 represents a net decline in the absorption of workers into manufacturing of around five per cent, or between 60,000 and 70,000 workers.

The employment situation during the fall months reflects an easing of expansionist pressures in the economy, compared with earlier months. The number of hours worked per week during November 1953 in manufacturing (41.4) was lower than for the same month in 1952 (42.1). The index of industrial production for October 1953, showed an increase of nearly three per cent over October 1952. This moderate gain was somewhat below the average year-to-year gain of about eight per cent achieved during the nine-month period ending in September.

Investment expenditures during the third quarter of 1953 continued to show strength, particularly in residential construction. Moderate year-to-year gains were also evident in non-residential construction and in expenditures for new plant and equipment. Retail sales in November were slightly lower than a year earlier, reflecting lagging sales in clothing and motor vehicles. Cumulative sales for the first eleven months of 1953, however, were nearly five per cent above the total for the same period in 1952, so that consumer expenditures have been maintained at high levels over the year as a whole. During December, department store sales were moderately higher than a year earlier.

The regional distribution of job applications filed at NES offices corresponded to a considerable extent to the pattern of decline in seasonal industries: the heaviest concentrations were in areas where outdoor activities provide employment for an important part of the labour force. The proportion of applications to the paid workers was greatest in the Pacific and Atlantic regions and smallest in Ontario. In all regions, however, the increase in applications was uniformly greater in December, 1953 than a year earlier.

Labour-Management Relations

PROGRESS towards settlement of the long-standing strikes at gold and metal mines in northern Ontario and Quebec highlighted the labour relations picture in January. Idleness resulting from these disputes amounted to almost two-thirds of a million days by the end of 1953, or about half of the total time lost from all disputes during the year.

The trends in the nature of settlements, evident since mid-1953 in labour-management disputes, continued in recent weeks. Wage increases predominantly ranged slightly upwards from five cents an hour but bargaining involving no change in wages became more common, whereas bargaining over fringe benefits assumed increased importance. Many recent settlements provided improvements in such items as vacations and statutory holidays, particularly in those instances where wage increases were low. Health and welfare plans are being improved or incorporated into agreements for the first time. At the same time, there is evidence that increased attention is being paid to the contents of clauses on seniority and grievance procedures.

Significant bargaining was in progress or about to begin in the railways, in automobile manufacturing and in basic steel production. Spokesmen for unions representing more than 125,000 non-operating employees focussed their demands on fringe benefits this year. On the other hand, wages are expected to be an important issue in negotiations involving the Ford local of the United Automobile Workers, in the steel negotiations, and in some of the bargaining in the railway operating trades.

Metal Mining. The first break in the strikes of northern Ontario and Quebec metal miners occurred late in December. The Hollinger Consolidated Gold Mine Limited management and the United Steelworkers of America (CIO-CCL) agreed to an 18-month contract providing a wage increase of five cents an hour. The union was unsuccessful in gaining the check-off of union dues, another major issue in dispute. However, the company agreed to continue the past practice of depositing miners' pay cheques in local banks, leaving the union the possibility of having union dues transferred from the workers' accounts to its own.

Following the Hollinger settlement, negotiations were resumed at several other of the strike-bound mines. At the time of writing, it was reported that a settlement had been reached at McIntyre Porcupine Mines Limited, one of the largest producers.

Other Mining. The Quebec government was asked to appoint a conciliator to assist in contract negotiations between the National Federation of Mining Industry Employees (CCCL) and three asbestos mining companies in the Thetford Mines region. The union is seeking a pension plan, a seven-per-cent increase to the present $1.41 basic wage and improvements in other working conditions. These negotiations do not involve the main producer in this region, the Canadian Johns-Manville Company, where the contract is due to expire on January 31.

Lumbering. Early in January, agreement to a 5½-cent-an-hour wage increase and industry-wide maintenance of membership ended the strike

of 1,830 sawmill workers that had been in progress since September 28 in the northern interior of British Columbia. On the other hand, the strike involving 850 members of the International Woodworkers of America (CIO-CCL) in the southern interior was still unsettled.

Pulp and Paper. Although most pulp and paper agreements were concluded late in 1953, employees of Howard Smith Paper Mills Limited, at Beauharnois and Crabtree, Que., have been on strike since late in September. Early in January, however, the National Federation of Pulp and Paper Workers (CCCL) and the company signed a contract covering the Crabtree Mills plant. Employees gained a 10-per-cent wage increase, a four-hour reduction in the work week to 44 hours without loss of take-home pay, a higher night shift differential and improved overtime pay arrangements.

Metal Containers. Following a five-week strike at plants of the Continental Can Company of Canada Limited, Toronto, agreement was reached with the United Steelworkers of America (CIO-CCL) covering more than 500 workers. The settlement included an 8½-cents-per-hour wage increase, retroactive to October 1, 1953, and a further four-cent increase, effective February 1, 1954.

Textiles. Following the recent certification of the Textile Workers' Union of America (CIO-CCL) at the Drummondville and Sorel plants of Canadian Celanese Limited, a first agreement was signed early in January. Terms include a 45-hour week, a Christmas bonus of two per cent of salary after 15 years of service, a vacation plan, nine annual paid statutory holidays, seniority rights, a grievance procedure and a voluntary irrevocable check-off.

The same union also reached a first agreement with Orient Hosiery Limited, Brockville, in which plant it was certified last summer. Wage increases of two to seven cents an hour, retroactive to October 2, 1953, were negotiated. Improvements were also made in vacation, statutory holiday and seniority arrangements.

A conciliation board dealing with differences between the Dominion Textiles Company Limited and Montreal Cottons Limited, and the United Textile Workers of America (AFL-TLC) recently rendered a decision. The majority report recommended that present wage rates be maintained. Under a wage re-opener clause, the union had requested a wage increase of 10 cents an hour. The companies had proposed a 5-cent-an-hour reduction. A vote among union members on acceptance or rejection of the recommendation has been scheduled.

The Dominion Textiles Company Limited is also negotiating with another union, the National Federation of Textile Workers (CCCL), covering plant employees in Sherbrooke, Drummondville, Magog and Montmorency in Quebec. A wage increase of ten per cent is requested by the union but the company proposed a five-per-cent cut in wage rates. Conciliation board hearings began early in January.

Rubber Products. Following an agreement negotiated earlier with the Goodyear Tire and Rubber Company Limited at Toronto (L.G., Dec., 1953, p. 1720), the United Rubber, Cork, Linoleum and Plastic Workers of America (CIO-CCL) late in December agreed to a similar contract

with the Dominion Rubber Company Limited at Kitchener. This contract provides for an employer-financed health and welfare plan and other fringe benefits but does not include a wage increase.

A gain in fringe benefits was also negotiated by this union with the Seiberling Tire and Rubber Company Limited, Toronto.

Railways. At the middle of January, a conciliation board was being established to deal with differences between the railway companies and 17 unions representing their non-operating employees. Bargaining differences concern demands of the unions for substantially increased fringe benefits. These include the introduction of eight annual paid holidays, an increase in annual vacations, introduction of sick leave, and premium pay for Sunday work.

Among the operating trades, the Brotherhood of Locomotive Firemen and Enginemen (indep.) and the companies were scheduled to begin bargaining about mid-January. The union is reported to be seeking a wage increase of $1.35 a day, a five-day week without loss of take-home pay for employees in yard service, and other benefits. A representation question concerning this union's right to act on behalf of its members working as locomotive engineers, which has remained unsettled for a number of years, is also in dispute.

Automobile Manufacturing. The collective agreement between the Ford Motor Company of Canada Limited, Windsor, and the United Automobile Workers (CIO-CCL) expires in February. In addition to a substantial wage increase, the union is reported to have requested an extensive health and welfare plan, a union shop, three additional paid statutory holidays to the present six and an improved vacation plan. The union is also reported to be seeking a nation-wide agreement with the company, which would presumably include workers at the new Oakville plant, where the union recently won a representation vote by a large majority.

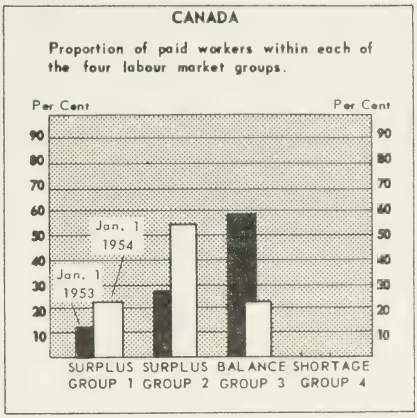
On January 18, a strike of 27 powerhouse workers over the terms of a new contract at the Windsor plants of the Chrysler Corporation of Canada brought about a lay-off of a reported 6,000 production workers.

Steel. Bargaining between the United Steelworkers of America (CIO-CCL) and basic steel companies will get under way early in the year. Union demands have not been announced. During 1953, the union endeavoured, without success, to obtain an 8½-cent-an-hour increase under a wage re-opener provision in its contract.

Work Stoppages. Preliminary data on work stoppages during December show 25 stoppages in progress, involving 11,257 workers and resulting in a time loss of 264,745 man-working days. This represents an over-all decrease from November but a substantial increase over December, 1952. As in the past few months, a large portion of the time loss was attributable to strikes in metal mining and British Columbia interior lumbering.

In total, strikes and lockouts were fewer during 1953 than 1952. In 1952 there were 222 work stoppages, compared with 166 in 1953. Workers involved numbered 120,818 in 1952 and 54,391 in 1953; time lost amounted to 2,879,955 man-days in 1952 and 1,322,929 in 1953.

Manpower Situation in Local Areas



SURPLUSES of labour rose markedly during December as the level of economic activity approached its winter low point. The mid-winter decrease in pulpwood cutting, together with a further slackening in construction, lake and rail transportation and in a number of manufacturing industries, released a large number of workers, many of whom did not withdraw from the active labour force. As a result, labour surpluses developed in 19 additional areas during the month, raising the total number in the surplus categories to 91. Areas in surplus categories covered 77 per cent of all paid workers in Canada compared with 50 per cent at the beginning of December, and 41 per cent a year earlier.

In practically all labour market areas, labour surpluses were considerably larger than a year earlier. This increase is partly accounted for by the unusually high level of activity last fall and winter. In part, however, it is the combined result of the continuing growth of the labour force and a levelling-off in output and employment.

The effects of these developments have been particularly marked in the more industrialized areas of the country. It is notable, for example, that among the 40 metropolitan and major industrial labour market areas, 13 more had surpluses at the end of December than a year earlier. Moreover, two-thirds of the year-to-year increase in the number of areas with substantial labour surpluses occurred in major industrial and metropolitan areas.

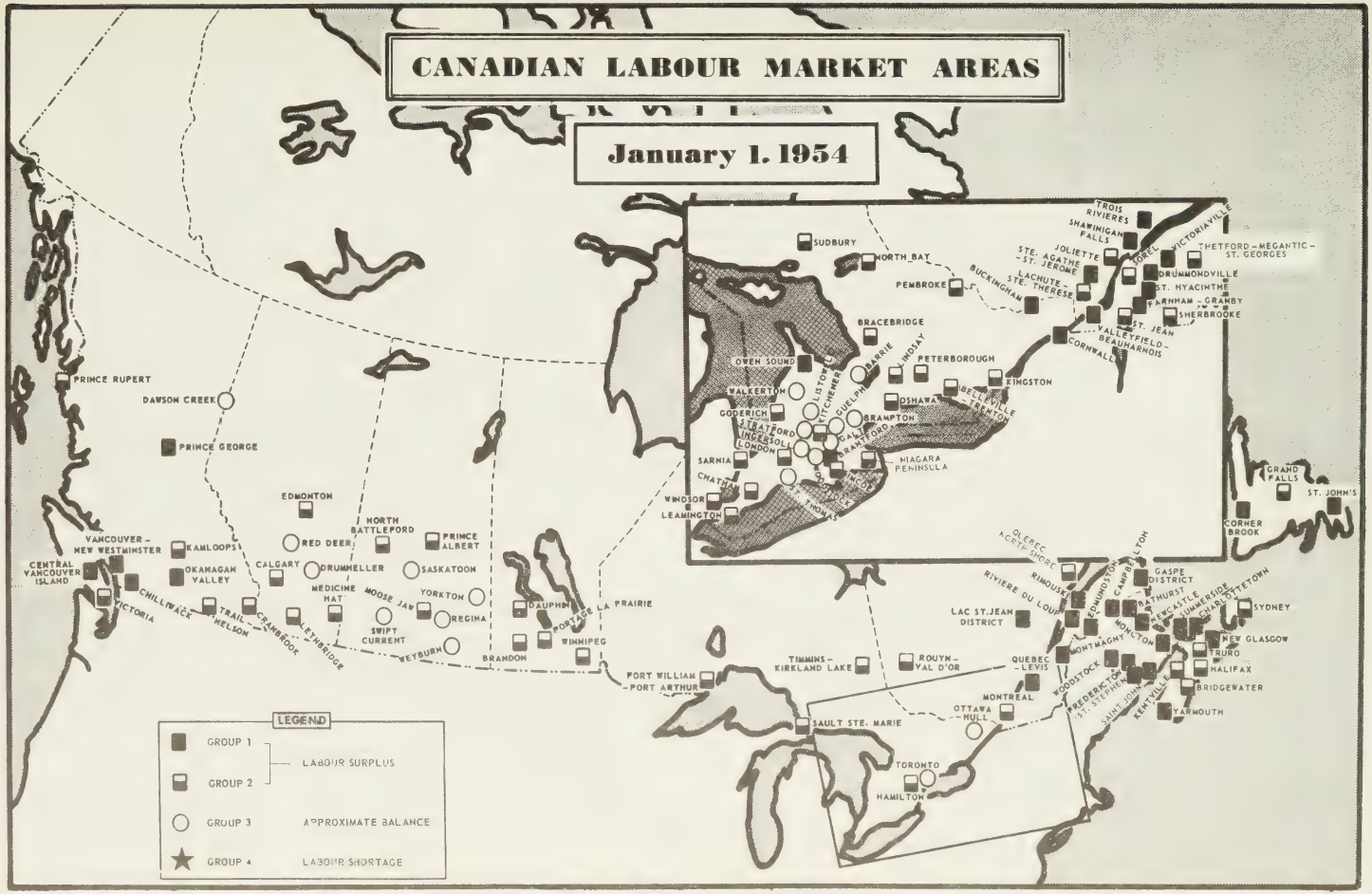
Regionally, the concentrations of substantial labour surpluses at the first of January were located mainly in the Atlantic, Quebec and Pacific regions. Lower levels of activity in lumbering, logging and mining were among the more important causes of reduced labour demand.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Jan.1 1954	Jan.1 1953	**Jan.1 1954**	Jan.1 1953	**Jan.1 1954**	Jan.1 1953	**Jan.1 1954**	Jan.1 1953
Metropolitan	**3**	2	**5**	2	**2**	6	–	–
Major Industrial	**12**	5	**17**	15	**1**	10	–	–
Major Agricultural	**2**	1	**7**	7	**5**	6	–	–
Minor	**21**	16	**24**	18	**12**	23	–	–
Total	**38**	24	**53**	42	**20**	45	–	–

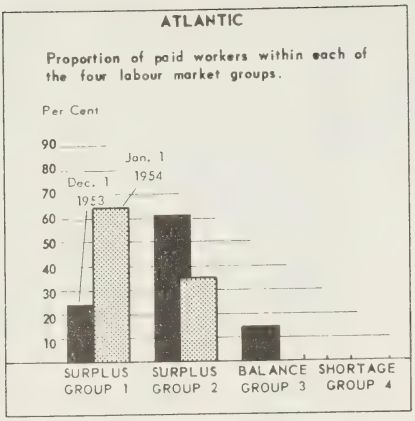
* See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, JANUARY 1, 1954

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec – Levis St. John's Vancouver – New Westminster	Calgary Edmonton Hamilton Montreal Winnipeg	Ottawa – Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non – agricultural activity)	Brantford Corner Brook Cornwall Farnham – Granby Lac St. Jean Moncton New Glasgow Saint John Shawinigan Falls St. Hyacinthe Trois Rivières Valleyfield – Beauharnois	Fort William – Port Arthur Halifax Joliette Kingston Kitchener London Niagara Peninsula Oshawa Peterborough Rouyn – Val d'Or Sarnia Sherbrooke Sudbury Sydney Timmins – Kirkland Lake Victoria Windsor	Guelph	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Charlottetown Rivière du Loup	Brandon Chatham Lethbridge Moose Jaw North Battleford Prince Albert Thetford – Megantic – St. Georges	Barrie Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Buckingham Campbellton Central Vancouver Island Chilliwack Drummondville Edmundston Fredericton Gaspé Montmagny Newcastle Okanagan Valley Owen Sound Prince George Rimouski Ste. Agathe – St. Jérôme St. Stephen Summerside Victoriaville Woodstock, N.B. Yarmouth	Belleville – Trenton Bracebridge Bridgewater Cranbrook Dauphin Goderich Grand Falls Kamloops Kentville Lachute – Ste. Thérèse Leamington Lindsay Medicine Hat North Bay Pembroke Portage la Prairie Prince Rupert Quebec – North Shore Sault Ste. Marie Simcoe Sorel St. Jean Trail – Nelson Truro	Brampton Dawson Creek Drumheller Galt Ingersoll Listowel Stratford St. Thomas Swift Current Walkerton Weyburn Woodstock, Ont.	


CANADIAN LABOUR MARKET AREAS
January 1, 1954
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
RED DEER
CALGARY
DRUMMELLER
NORTH BATTLEFORD
PRINCE ALBERT
SASKATOON
MEDICINE HAT
MOOSE JAW
YORKTON
REGINA
SWIFT CURRENT
VICTORIA
CHILLIWACK
TRAIL – NELSON
CRANBROOK
LETHBRIDGE
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
FORT WILLIAM – PORT ARTHUR
SUDBURY
NORTH BAY
PEMBROKE
BUCKINGHAM
STE. AGATHE – ST. JEROME
JOLIETTE
LACHUTE – STE. THERESE
SHAWINIGAN FALLS
TROIS RIVIERES
VICTORIAVILLE
THETFORD – MEGANTIC – ST. GEORGES
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM – GRANBY
SHERBROOKE
ST. JEAN
VALLEYFIELD – BEAUHARNOIS
CORNWALL
BRACEBRIDGE
OWEN SOUND
BARRIE
LINDSAY
PETERBOROUGH
KINGSTON
WALKERTON
GODERICH
STRATFORD
UNDERSOLL
LONDON
SARNIA
CHATHAM
WINDSOR
LEAMINGTON
OSHAWA
BELLEVILLE
TRENTON
BRAMPTON
GALT
BRANTFORD
NIAGARA PENINSULA
ST. THOMAS
GRAND FALLS
ST. JOHN'S
CORNER BROOK
OLEPEC
ACADIA MINE
RIVIERE DU LOUP
RIMOUSKI
EDMUNDSTON
CAMPBELLTON
GASPE DISTRICT
LAC ST. JEAN DISTRICT
NEWCASTLE
CHATHAM
SUMMERSIDE
CHARLOTTETOWN
SYDNEY
MONCTON
NEW GLASGOW
MONTMAGNY
TRURO
QUEBEC – LEVIS
WOODSTOCK
FREDERICTON
ST. STEPHEN
SAINT JOHN
KENTVILLE
HALIFAX
BRIDGEWATER
YARMOUTH
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
MONTREAL
OTTAWA – HULL
SAULT STE. MARIE
TORONTO
HAMILTON
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE

ATLANTIC



EMPLOYMENT in the Atlantic region decreased sharply during December. The down-turn was confined largely, but not exclusively, to seasonal activities. Consequently, a large number of industries shared in the decline and the drop in employment was fairly evenly distributed throughout the region. During the three weeks ending December 12, the number of persons at work fell from 464,000 to 441,000. This total was 29,000 lower than in December 1952.

One of the most important contributing factors in the employment decrease was the depressed condition of the lumbering and logging industries. Lack of markets for pulpwood and lumber not only reduced the number of job opportunities for construction and other seasonal workers who normally engage in woods work during the off-season, but substantially reduced the cash income of a large number of farmers who usually cut either on their own bush lots or for contractors during the winter months. A number of other factors also contributed to the increase in unemployment in all parts of the region. These included the return of workers to the region following the closure of Great Lakes shipping, progressive lay-offs in textile, confectionery, fish-processing and cold storage plants, and temporary lay-offs in coal mining and in steel plants.

Labour surpluses existed in all areas of the region by the first of January. In many areas, increasing labour surpluses developed two to three months earlier than last year. In Halifax, the only area in balance at the end of November, the increase in unemployment was just sufficient to bring the area into the moderate surplus category.

Metropolitan and Major Industrial Areas. The substantial labour surplus that existed in St. John's at the end of November continued during December. Construction workers were released in fairly large numbers and the supply of loggers increased since the cutting season ended earlier than usual. Many of these workers will probably return to work when hauling operations begin early in January.

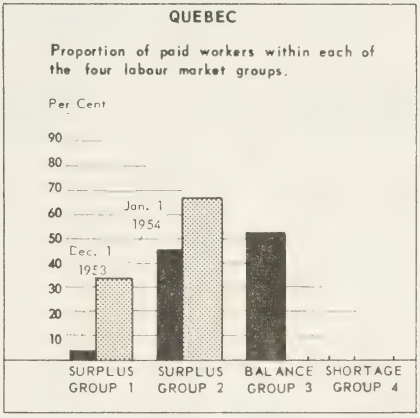
During December, substantial labour surpluses developed in Corner Brook, Moncton and Saint John as the usual return of workers from distant construction sites and logging areas increased the level of unemployment. Labour surpluses rose considerably above year-earlier levels because of generally reduced activity in manufacturing and the lower level of woods employment. In Saint John, activity along the waterfront showed only a slight increase during the month; although the winter port has officially opened, very little work is available because of small cargoes.

Major Agricultural and Minor Areas. Labour requirments eased in all the major agricultural and minor areas during December. Since woods

employment is the mainstay of the economy in many of these localities, the low level of employment in the industry at the end of 1953 was the principal factor contributing to the high level of unemployment. In addition, processing and canning plants slackened their activities, causing lay-offs earlier than last year, full-time employment in textile plants decreased and seasonal declines occured in trucking, construction and railway transportation.

QUEBEC

CONSUMER goods industries in the Quebec region, which have been slack during the past few months partly because of mild weather, showed little improvement during December. On the other hand, reduction of employment in construction, transportation, logging and other seasonal activities occurred as usual. In addition, the customary lay-offs for inventory-taking and machinery repair also occurred in some factories. Reflecting this slackened production, the number of persons at work in the region decreased by 30,000 from November 21 to a total of 1,433,000 at December 12, 1953.



The rubber, boot and shoe, and clothing industries were waiting for spring orders before rehiring staff laid off in the preceding two or three months. In the textile industry, employment has been declining intermittently during the past two years. Although the number employed will increase again in January as workers return from extended Christmas holidays, labour requirements are expected to be lower than in January 1953.

Available labour supplies, as indicated by registrations at NES offices, were considerably greater than at the same time a year earlier. The increase was general throughout the region, reflecting a large increase in the labour force and a somewhat greater-than-seasonal decline in economic activity. All areas in the region reported labour surpluses at the beginning of January. Thirteen areas moved from the moderate to the substantial labour surplus category, bringing the total in the latter category to 15. Nine fell into the moderate surplus category; two of these had been in balance during the preceding month.

Metropolitan Areas. Employment was still high in most iron and steel industries in Montreal but clothing and textile firms laid off workers and seasonal declines continued in the construction and transport industries. As a result, a moderate labour surplus developed in this area during the month.

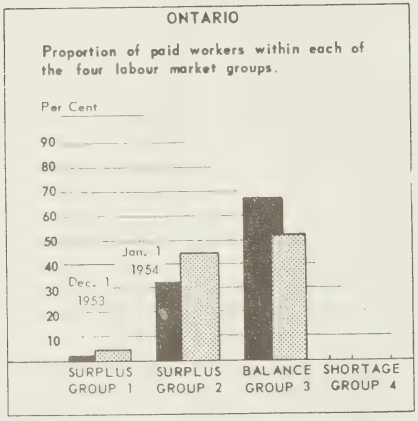
An influx of loggers and reduced production in the boot and shoe industry, which increased unemployment among women, brought the

Quebec City area into the substantial labour surplus category from one of moderate surplus.

Major Industrial Areas. Employment declined in all major industrial areas during the month largely because conditions in the textile industry did not improve and because logging employment decreased more sharply than usual. Five areas moved from the moderate to the substantial surplus category, bringing the total in this group to six. However, while industrial expansion in these areas was generally declining, development of the Chibaugamau area continued and the first shipment of copper concentrate from this recently opened district was made during the month.

Minor Areas. Seven of the eleven minor areas had substantial labour surpluses by the end of December, for cutting operations were completed in most lumber camps and hauling was delayed by lack of snow. Six of these areas came into the substantial surplus category during the month.

ONTARIO



SEASONAL activity in construction, logging and lake shipping continued to decline in Ontario during December. However, the number of paid workers on December 12 was about 1,520,000, an increase of 11,000 from the previous year and a decrease of 18,000 from the previous month. The rehiring of some workers on temporary lay-offs in the manufacturing industries and increased employment in the Christmas trade balanced the reduction in other full-time jobs. Some further withdrawals from the labour force occurred during the period November 21 to December 12 and the number of persons in the region without jobs and seeking work increased by about 20 per cent, bringing the total in the middle of December about 38 per cent above the previous year's low level.

The completion of the woods cut in some areas, temporary year-end closures in many manufacturing industries and cessation of most outdoor construction work increased unemployment throughout the region during the latter part of the month. Employment in some manufacturing industries was expected to increase early in January, when plants that had closed for stock-taking and machinery repairs re-open. However, employment in the textile, clothing, agricultural implement and iron and steel industries continued at somewhat lower levels than a year earlier and a few textile mills closed completely during December.

Twenty-four of the 36 local areas had a surplus of labour by the end of December, compared with only ten a year earlier and 16 the preceding month.

Metropolitan Areas. In Hamilton, unemployment continued to increase during December; industrial lay-offs lasting from before Christmas until

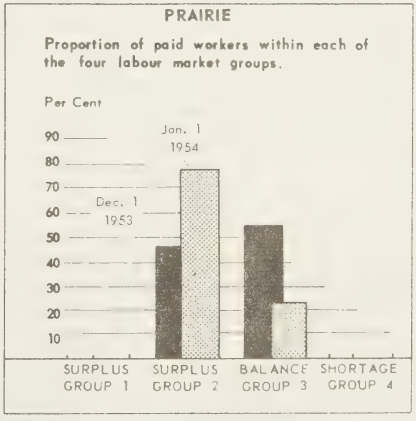
early in January affected about 1,500 workers. Although most of these workers expected to return to work January 4, the pattern of short-time and temporary lay-offs that developed in this area in the past few months continued. Seasonal and other lay-offs continued to occur in the Toronto area. The lower level of production in lumbering, logging and building products industries in Hull and slightly lower construction employment in Ottawa at the end of 1953 led to greater labour surpluses than a year earlier in the Ottawa-Hull area. Nevertheless, both the Toronto and Ottawa-Hull areas still had approximately balanced labour markets.

Major Industrial Areas. Slackening construction employment and lay-offs and short time in the manufacturing industries increased the numbers of unemployed in nearly all the major industrial areas in the region. Guelph was the only one that still had an approximately balanced labour market and little hiring was taking place there, although both manufacturing and construction employment remained fairly firm. The return of construction workers and seamen to their homes in Cornwall and further declines in textile employment brought the area into the substantial surplus category. Brantford continued in that category. The rehiring of a large number of automobile workers improved the situation somewhat in the automobile manufacturing centers but they still had moderate surpluses at the end of December.

Major Agricultural and Minor Areas. Two additional minor areas, Goderich and Pembroke, moved into surplus categories during December; Owen Sound came into the substantial surplus category. At the end of the month, however, nine of the twenty areas were still in balance (Barrie, Brampton, Galt, Ingersoll, Listowel, St. Thomas, Stratford, Walkerton and Woodstock).

PRAIRIE

A FURTHER decline in employment occurred in the Prairie region as the level of seasonal activity approached its winter low point. During December the construction industry released more workers and woods camps began reducing staffs as pulpwood production quotas neared completion. By mid-December, the number of persons at work totalled 870,000, a decline of 8,000 in the preceding three-week period. This total was 7,000 lower than in December 1952.



The decline in employment was more pronounced this winter than in past years, although this was not true of all three provinces. In Saskatchewan, labour demand in the last half of the year was sustained by the large volume of construction begun earlier in the summer in such centers as Saskatoon, Regina and Swift Current. As a result, the employment level in this industry in Saskatchewan rose steadily so that by

November it was 25 per cent higher than a year earlier. This increase, however, was offset by declines in construction and in some manufacturing industries in Alberta and Manitoba. Between August and December the total number of persons at work in the region decreased by 61,000; the drop during the same period in 1952 amounted to 49,000.

In contrast with other regions, no substantial labour surpluses had developed in any labour market area by the first of January, although moderate labour surplus areas were more numerous than last year. Labour supply and demand were in approximate balance in eight of the twenty areas in the region. This compares with 15 areas in this category at December 1, 1953, and 12 at January 1, 1952.

Metropolitan and Major Industrial Areas. A sharp decline in employment in Edmonton during December brought this area into the moderate labour surplus category. As a result, all three metropolitan areas in the region were in this category by January 1. Job applications at NES offices in these centers were almost 50 per cent higher than a year earlier. The increase resulted partly from the continuous population growth as well as from scattered employment declines in such industries as meat-packing and clothing. In addition, however, there was a substantial influx of agricultural and logging workers, particularly into Edmonton and Calgary. The recent settlement of the strike in the lumbering industry in British Columbia will probably result in a return of workers to British Columbia.

Unemployment increased in Fort William-Port Arthur during the month but the area remained in the moderate labour surplus category. About 1,000 pulpwood workers were released as cutting quotas were reached and some 300 shipbuilding workers were laid off indefinitely. A temporary lay-off for re-tooling at the aircraft manufacturing plant affected fewer than 100 workers.

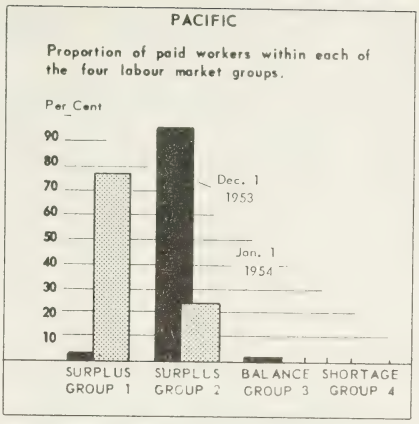
Major Agricultural and Minor Areas. Most outdoor activities came to an end in December, bringing the usual sharp increase in unemployment to the agricultural areas. Many of the workers released from agriculture, construction and other seasonal activities withdrew from the labour force for the winter months. At the same time, however, the number seeking work through NES offices in these areas was almost 40 per cent greater than last year.

PACIFIC

EMPLOYMENT continued to decline in the Pacific region during December, mainly because of the seasonal reduction of activity in logging construction and fruit-packing plants and also because of strikes in the lumber industry, which had a dampening effect on labour demand in other industries. These decreases in employment were partially offset by the hiring of staff for the Christmas trade. The number of persons at work decreased from 396,000 to 394,000 during the three weeks ending December 12.

Although the logging industry continued to operate well below full capacity, coastal operators expected increased operations after the

holiday season. The termination of the strike of lumber workers early in January and a sizable volume of orders for lumber were expected to ensure increased activity in sawmilling. The pulp and paper industry operated at capacity and heavy herring catches were reported. No improvement was reported in the slack coal and base-metal mining situation.



During December, four labour market areas moved from the moderate to the substantial labour surplus category (Vancouver-New Westminster, Chilliwack, Central Vancouver Island, and the Okanagan Valley), while Kamloops moved from the balanced to the moderate labour surplus category. As a result, all ten labour market areas in the region were in the labour surplus categories by the first of January, compared with eight at the same date in 1952.

Metropolitan and Major Industrial Areas. Increased lay-offs in logging, sawmilling and construction were largely responsible for the increase in unemployment during December in the Vancouver-New Westminster area. The increase was augmented by an influx of some 8,000 coastal loggers for the Christmas holidays. Although construction employment decreased, it remained at higher levels than usual for this time of year. The value of building permits in 1953 reached record levels and the latest figures indicate that employment in the construction industry in this area was higher than a year earlier.

The labour surplus in the Victoria area increased slightly, owing in part to the indefinite lay-off of 500 shipbuilding workers on completion of a defence contract. Heavy rain and snow severely restricted logging but sawmills were operating at capacity. Construction activity in the area decreased generally.

Minor Areas. Pronounced decreases in employment occurred in several minor areas. In Chilliwack, most logging camps were closed by snow and sawmills had to shut down because of the temporary depletion of log supplies. In Central Vancouver Island, logging was sharply curtailed by holiday closures and excessive log inventories. In the Okanagan Valley, weather and market conditions were responsible for lay-offs in logging and strikes prolonged lay-offs in sawmilling. In the Trail-Nelson area, logging was reduced by normal seasonal shutdowns and the effect of strikes. No improvement occurred in base metal mining and further lay-offs were expected at the beginning of January.

Current Labour Statistics

(Latest available statistics as of January 10, 1954)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Dec. 12	5,275,000	− 0.8	0.0
Persons at work 35 hours or more	Dec. 12	4,550,000	− 3.5	− 0.2
Persons at work less than 35 hours	Dec. 12	422,000	+31.1	− 8.1
Usually work 35 hours or more	Dec. 12	236,000	+84.4	+ 0.9
On short time	Dec. 12	52,000	+ 6.1	+73.3
Usually work less than 35 hours	Dec. 12	186,000	− 4.1	−17.3
Persons with jobs not at work	Dec. 12	113,000	−12.4	−11.0
Usually work 35 hours or more	Dec. 12	110,000	−12.0	− 9.8
Usually work less than 35 hours	Dec. 12	*	—	—
Persons without jobs & seeking work	Dec. 12	190,000	+25.8	+43.9
Persons not in the labour force	Dec. 12	4,840,000	+ 1.0	+ 2.5
Registered for work, NES (b)				
Atlantic	Dec. 10	44,855	+29.4	+43.5
Quebec	Dec. 10	107,301	+35.3	+41.4
Ontario	Dec. 10	94,616	+12.7	+54.7
Prairie	Dec. 10	44,529	+38.8	+37.9
Pacific	Dec. 10	46,765	+29.8	+27.7
Total, all regions	Dec. 10	338,066	+27.1	+42.5
Ordinary claims for Unemployment Insurance benefit	Dec. 1	238,516	+55.3	+47.3
Amount of benefit payments	Nov.	$10,172,035	+33.8	+58.1
Index of employment (1949 = 100)	Nov. 1	115.7	− 1.0	− 0.4
Immigration	Nov.	13,916	−25.3	+ 0.4(c)
Industrial Relations				
Strikes and lockouts — days lost	Dec.	264,745	—	−54.1(c)
No. of workers involved	Dec.	11,257	—	−55.0(c)
No. of strikes	Dec.	25	—	−25.2(c)
Earnings and Income				
Average weekly wages and salaries	Nov. 1	$58.15	+ 0.1	+ 4.5
Average hourly earnings (mfg.)	Nov. 1	$1.37	+ 0.6	+ 4,9
Average hours worked per week (mfg.)	Nov. 1	41.4	− 0.3	− 1.7
Average weekly earnings (mfg.)	Nov. 1	$56.88	+ 0.3	+ 3.1
Consumer price index (av. 1949 = 100)	Dec. 1	115.8	− 0.4	0.0
Real weekly earnings (mfg. av. 1949 = 100)	Nov. 1	117.4	+ 0.8	+ 3.1
Total labour income $000,000	Oct.	1,009	− 0.3	+ 6.7
Industrial Production				
Total (average 1935 − 39 = 100)	Oct.	254.6	− 0.7	+ 2.6
Manufacturing	Oct.	267.8	− 0.5	+ 2.8
Durables	Oct.	322.3	0.0	+ 3.7
Non-Durables	Oct.	233.0	− 0.8	+ 2.1

(a), (b): See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

Parliamentary Assistant Paul Côté Named Judge

Paul Emile Côté, since 1947 Parliamentary Assistant to the Minister of Labour, was appointed January 1 a judge of the Quebec Superior Court for the District of Montreal.

Mr. Côté was first elected to Parliament at the 1940 general election and re-elected in 1945, 1949 and 1953. He represented the constituency of Verdun-LaSalle.

In his post as Parliamentary Assistant to the Minister of Labour, Mr. Côté served under the late Hon. Humphrey Mitchell and the present Minister, Hon. Milton F. Gregg.

Born in 1909, Mr. Côté received his education at Richard Academy, Verdun, the College of Montreal, from where he was graduated with the Bachelor of Arts degree in 1929, and at the University of Montreal, where he obtained a Master of Laws degree in 1932. He was admitted to the Bar the following year.

He is a member of the Canadian Bar Association and of the Montreal Chamber of Commerce, among other organizations.

Labour Dept. Veteran, D. J. Sutherland Dies

Donald James Sutherland, for 37 years an official of the Department of Labour, died December 18 in Ottawa.

Born in Eganville, Ont., Mr. Sutherland began his career as a railroad telegrapher with the Canadian Pacific Railway Company. He was a member of the Order of Railroad Telegraphers.

In 1912 he joined the Department of Labour and became one of the department's first wage analysts.

From 1932 to 1942 Mr. Sutherland was Chief of the Labour Intelligence Branch and Circulation Manager of the LABOUR GAZETTE. After that branch was reorganized in 1942, he served with the Industrial Relations Branch until his retirement in 1949.

In 1949 Mr. Sutherland was a government delegate to the coal mining committee of the International Labour Organization.

Prosperous Year Ahead For Canada—Howe

Another generally prosperous year for Canada in 1954 was predicted by the Right Hon. C. D. Howe, Minister of Trade and Commerce, in his year-end review of the country's economy. He estimated, however, that the rate of expansion may fall off during the coming year.

"Some industries are encountering difficulties," he said, "and for this reason expansionary trends in the Canadian economy in the year now ahead may be less pronounced than in the past three years."

Capital investment, at the 1953 record of $5,600,000,000, would remain high. The prospect for sales in the Canadian markets is "firm" and government spending for defence and other purposes will likely continue to act as a "stabilizing influence".

The gross national product, said Mr. Howe, rose to a record $24,200,000,000 during 1953. This was an increase of $1·2 billion over 1952. He said officials are still hopeful of some increase in 1954, but not of the same magnitude as the last yearly increase.

The Minister said that any "adjustments" in the United States economy during 1954 should not lead to reduction of Canada's major exports to that country. The United States is Canada's largest foreign market, he noted.

With regard to overseas markets, Mr. Howe said that in the face of improved world production, sales of grain "are almost certain to fall short of the record shipments achieved in the last two years".

Looking over the past year, Mr. Howe said it was another period of record achievement. Crops were exceptionally good and the general rise in production was accompanied by a further increase in employment. Farm income had declined slightly but income generally was higher.

There was a significant rise in living standards during 1953. "In 1952 real per capita consumption rose by 2½ per cent over that of the previous year, the first significant gain since 1947. A greater increase has occurred in 1953," he said.

Mr. Howe, who is also Minister of Defence Production, said that in terms of new orders the arms program has reached its peak "and shows signs of levelling off".

What We Spend on Food

Sample surveys by the Dominion Bureau of Statistics show that families in Halifax, Montreal, Toronto, Winnipeg and Vancouver spent an average $6.78 per person per week on food in the first half of 1953, $7.52 in the last four months of 1952.

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Defence Production Cut Won't Harm Economy

The future of the Canadian economy will not be adversely affected by the reduction of arms production, according to R. M. Brophy, Deputy Minister of Defence Production. He said that the arms production during the last three years was no more than six per cent of Canada's total national production. The Canadian economy as a whole is "going through a period of expansion and prosperity that augurs well for the future", the Deputy Minister explained.

Similar views were expressed by Donald S. Curtis, senior investment analyst for the New York investment firm, Calvin Bulloc Inc., in an interview with the Toronto *Globe and Mail.*

Mr. Curtis said that even though the present industrial boom had passed its peak the long-term outlook is excellent. He explained that Canada's vast "necessity resources" plus her huge output of foodstuffs place Canada in an "excellent" long-term position.

"Readjustment" Likely In 1954—W. J. Borrie

A period of readjustment in Canada's economy seems likely in 1954, according to W. J. Borrie, President of the Canadian Chamber of Commerce. In his year-end message he said, however, that economic activity this year should be at a reasonably high level despite possible regional difficulties.

The major task for Canadians in 1954, Mr. Borrie stated, may be the consolidation of gains made during the post-war period to precede a "further upward climb from this plateau".

He said that the current expansion in Canada has resulted largely from an upsurge in "civilian sectors" of the economy. Many persons do not realize this, he added.

CCL Officer "Concerned" Over Unemployment

Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, has expressed "serious concern" with mounting unemployment in Canada.

In a statement December 30, Mr. MacDonald said unemployment for the winter of 1953-54 might reach proportions "well in excess" of the post-war record in 1949-50.

The number of persons without jobs and seeking work in November 1953 "was probably the highest for any November since the end of the war", said Mr. MacDonald. Official NES figures showed 266,043 unplaced applicants in November. This, he said, was 48 per cent higher than in November 1952.

Declaring that "mounting unemployment in Canada is more than seasonal", the CCL Secretary-Treasurer called on the federal Government to co-operate with industry and organized labour to solve the problem. He suggested several measures —increased unemployment insurance benefits, a comprehensive public assistance system, public works projects, increased aid to underdeveloped countries, and restrictions on immigration—to offset the "harmful effects" of a situation which "could worsen before spring".

Employment Index Drops Below Last Year's Level

Industrial employment in Canada dropped during October to a lower level than at the same time a year earlier. The Dominion Bureau of Statistics' index of industrial employment fell by 1·2 points during the month and at November 1 was half a point lower than at that date in 1952.

This is the first time in a lengthy period, the Bureau pointed out, that the monthly index has been below its level of a year earlier.

Industrial disputes in the lumber industries in British Columbia, with continued losses due to strikes in metal mining, contributed to the reductions. The payroll index declined from October 1 and was also lower than at September 1. With these exceptions, it was the highest in the record. The latest general figure of per capita earnings was slightly above the preceding average, establishing a new maximum.

The November 1 index of industrial employment, in the 1949 base, stood at 115·7 as compared with 116·9 a month earlier and 116·2 a year ago. The payrolls index was 156·4 compared with 157·9 at the beginning of October and 150·1 at the same time in 1952. Average weekly wages and salaries were $58.15 as compared with $58.11 a month earlier and $55.65 at the beginning of November 1952.

Employment, Work-Week, Payrolls Decline in U.S.

Declines during November in non-farm employment, the average factory work-

week, and factory weekly payrolls were reported by the United States Department of Labor.

Unemployment insurance was paid to more persons during the month than in any November since 1949.

While the level of non-farm employment is considered to be still at a high level, the decline is seen when the November total of 49,206,000 is compared with 49,629,000 in September and 49,310,000 a year ago.

Average work week in U.S. factories dropped to 39·9 hours in November from 40·3 in October. This is the lowest for November in four years.

Average weekly earnings in factories indicates a similar trend with a drop from $71.73 in October to $71.02 in November.

Factory hiring decreased in October for the fourth consecutive month. The factory hiring rate dropped from 40 per 1,000 employees in September to 34 per 1,000 in October, which rate is almost a third below the average for the month in previous post-war years.

Unemployment Insurance

Unemployment insurance was paid to 1,102,000 persons in the United States in November. the highest for the month of any year since 1949, according to the United States Labor Department's Bureau of Employment Security.

The unemployment rate of insured workers rose from 2·2 per cent in October to 3·1 per cent in November and is 0·1 per cent below the January 1953 rate of 3·2. The unemployment rate stood at 2·0 per cent in November 1952 and at 2·8 per cent in November 1951.

Average weekly new claims rose from 211,800 in October to 284,000 in November.

The Bureau of Employment Security reported the unusually high rate of unemployment for the month was caused by reduced production in the food processing, logging, lumbering and construction industries; and higher-than-usual layoffs in machinery, electrical equipment, ordnance, primary metals, mining and wood processing. The model changeovers in the auto industry caused greater temporary unemployment than usual, the Bureau added.

Most Forecasts in U.S. See Drop in Employment

Decreased employment and production in 1954 was the prevalent forecast concerning the United States economy as the new year began.

The country's leading economists, one of its principal business magazines and the president of its largest labour organization all predicted, in New Year's messages and reports, more unemployment and a business recession. The Government's unemployment figures for December and an Associated Press year-end survey indicate that as 1954 began unemployment was greater than it was a year earlier.

"Orthodox Recession"

An "orthodox recession" was predicted by the majority of several hundred economists from business, labour and government at the annual forecasting session December 28 of the American Economic Association. Barring effective action by the Government, most of the experts expect that the gross national product will drop this year from the 1953 level of about $365,000,000,000 to one between $345,000,000,000 and $355,000,000,000.

A "steady, mild decline in production over the next 12 months" is foreseen by *Fortune* magazine in its annual New Year's economic forecast. "If the decline should speed up, it will do so only temporarily; no serious recession is in sight," the magazine said.

Fortune predicted that the gross national product would decline three per cent and industrial production fall six per cent.

"It is not news that production will decline a little this year but it is news that 1954 will be the second-best business year yet," the magazine declared.

A "rising tide" of unemployment in 1954 was predicted by George Meany, President of the American Federation of Labour. In a New Year's statement, he said full employment had disappeared and the beginning of 1954 brought "no indication that the rising tide of unemployment will be reversed; all the facts are to the contrary".

Unemployment Figures

December unemployment figures released by the United States Department of Commerce show that at the close of 1953 the number of unemployed persons in the country was 1,850,000; at the end of 1952 it was 1,425,000. Unemployment at the end of December was 400,000 higher than at the end of November.

The Associated Press, in a year-end survey, found that many workers in industry and on the railroads were being laid off and that most of the lay-offs appeared to be of the long-term type. The AP reported that railroads and related industries seemed hardest hit by the lay-offs but that farm equipment, steel, rubber and textile industries, in that order, were also suffering.

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Employment Rising In Australia, U.K.

The improved employment situation in Australia continued in September.

Textile, clothing and footwear industries particularly reported increased shortages of skilled and experienced labour.

Unfilled vacancies registered with the Commonwealth Employment Service increased by 4,402 to 30,417 in September. There was greater difficulty in finding experienced workers in most skilled trades and vacancies for semi-skilled workers were being filled less readily than previously.

Factory employment in September, in 2,600 of the larger private factories, increased 2,501 compared with 2,097 in August and 2,163 in July.

In Great Britain, according to the United Kingdom Information Office, the employment situation towards the end of last year was easier. Employment increased during September and, although the rise was seasonal, it was markedly greater than that in the same quarter of 1952.

Unemployment in October was lower than a year earlier and represented 1·5 per cent of total employees.

Housing Record in 1953 Indicated by Oct. Figures

With further gains in October boosting the 10-month totals above those for the whole of 1952, indications are that 1953 will be a record year for both starts and completions of new residential housing, according to the Dominion Bureau of Statistics.

More than a quarter more new dwelling units started in the January-October period of 1953 (89,978 against 71,850 in 1952), and nearly a third more were completed (74,516 against 56,295). This was 6,732 more starts and 1,429 more completions that in the full 12 months of 1952, and 11,396 starts and 16,792 completions fewer than in the 12 months of the record year of 1950.

If construction only equals the 1952 level in November and December, new records will be established for 1953. In the last two months of 1952 starts numbered 11,396, completions 16,792. In 1953 starts were higher than in 1952 in every month, and completions in every month except August, when the decline was slight.

In October completions were more than 27 per cent more numerous than a year earlier at 12,109 against 9,510, while starts were up five per cent to 10,307 from 9,810. At month's end there were still 71,340 units under construction, one-fifth more than the 59,334 under construction at the same time last year.

U.S. Housing Starts Drop Less Than Seasonally

Non-farm housing starts in the United States declined less than seasonally in November 1953 to 80,000, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. The November decline was in privately-owned housing. Included in the November total were 1,600 new units begun by public housing authorities.

Although starts of privately-owned housing were down by almost 11 per cent in the month, the decline was less than usual for November; in each of the three previous years (1950-52) the October-November drop amounted to about 18 per cent. On a seasonally-adjusted basis, private starts this November were at an annual rate of 1,069,000—the highest rate since April.

The million mark for new dwelling-unit starts in 1953 was reached in November, with 1,031,300 new non-farm dwelling units begun during the first 11 months, compared with 1,055,500 for the same months in 1952, and 1,030,500 for the like 1951 period. The downward drift in private housing starts which began last May has been gradual, so that the total thus far in 1953 (997,100 units) was almost equal to private volume for the same period of 1952—the second best housing year on record. Publicly-owned housing, totalling 34,200 units, was down by more than a third from the January-November 1952 figure.

J. W. Bruce Reappointed To Council of Health

Nominated by the Trades and Labour Congress of Canada, John W. Bruce has been reappointed for his fifth consecutive term as labour's representative on the Dominion Council of Health.

The Council, Canada's "Parliament of Health", is composed of chief health officers of the provincial Departments of Health and prominent citizens representing various sections of the population.

Mr. Bruce is the Canadian representative of the United Association of Journeymen Plumbers and Steamfitters of the United States and Canada. During the war he served on the Advisory Committee on Industrial Hygiene.

His reappointment is for a three-year period.

Canada and U.S. Plan New Housing Programs

Housing programs containing similar recommendations have been presented to President Eisenhower and the Canadian House of Commons. The United States proposals are much more liberal and designed to maintain a home construction rate of more than 1,000,000 annually. The Canadian proposed legislation aims at construction of 100,000 units a year.

The Canadian plan, outlined by Public Works Minister Winters to the House of Commons December 16, recommends a reduction of down payments to 10 per cent of the first $8,000 of the price and 30 per cent of the balance instead of the present 20 per cent of the lending value. A special advisory committee recommended to President Eisenhower December 15 a 40-year mortgage payment plan without a down payment for low-cost housing. The Canadian plan suggests increased mortgage terms of 25 years instead of present 20-year policy.

Mr. Winters suggested that the chartered banks and Quebec saving banks be authorized to make mortgage loans under a mortgage insurance system administered by Central Mortgage and Housing Corporation. The proposed bill contains a provision that the mortgage insurance premium be 2 per cent in the case of home owners, and 2½ per cent on rental property.

U.S. Recommendations

The recommendations of the U.S. committee stress encouragement of private building and clearance and rehabilitation of slum areas.

Designed to encourage private building in the United States is the proposal of mortgage insurance of 95 per cent of the first $8,000 of the value on one- to two-family dwellings, and 75 per cent of the excess up to a maximum of $20,000. This would be a 30-year maximum repayment term.

For repair and modernization of single family homes the U.S. committee proposed $3,000 loans instead of the present $2,500; and an increased payment period of five years instead of the present three. For repair of buildings accommodating more than two families the present maximum of $10,000 would be retained but the term of repayment would be extended to 10 years from the present limit of seven.

The U.S. committee also recommended the establishment of a federally-chartered, but privately-financed, National Mortgage Marketing Corporation to take over eventually the responsibilities of the Government's Federal National Mortgage Association. This mortgage corporation would be supervised by the Federal Home Loan Board. The loan board would be composed of five men instead of three, as at present, and would continue its present duties of administering the federal home loan bank system, and the Federal Savings and Loan Insurance Corporation as well.

Two Home Building Bills Approved by Quebec

Two bills designed to encourage private home building and relieve the housing shortage were unanimously approved (70-0) by the Quebec Legislative Assembly December 16.

One added $15,000,000 to the present $40,000,000 available to the Housing Division of the Farm Credit Bureau for interest rebates to persons building their own homes under provincial legislation. Under this legislation the provincial Government rebates three per cent of the maximum six per cent interest chargeable by loan companies on housing loans.

The other bill, designed to encourage companies to lend to employees for home building purposes, enables employers to charge six per cent interest, instead of the previous four per cent, on such loans. Three per cent of this interest would be absorbed by the provincial Government.

Interest rebates allowed to persons building their own homes, over a period of twenty years, average $1,985.

Rent Control Extended Another Year in Quebec

Extension of rent control in Quebec for another year was approved by the provincial Legislative Assembly December 11. The extension will be effective until May 1, 1955.

The government bill amending current rent-control legislation proposes that any tenant forced to buy furniture can cancel sale of the furniture by civil court action. If the furniture was placed in the dwelling less than 90 days before the tenant moved in, there will be an automatic presumption that the property-owner placed it there to sell.

Also changed is the provision requiring a tenant to pay the same rent as his predecessor. The administrator will have power to order an increase but a tenant may seek to have rent reduced to the level of a preceding tenant.

Labour Income Passes Billion-Dollar Mark

Canadian labour income passed the billion-dollar level for the first time in September, increasing by $19,000,000 to an estimated $1,012,000,000. The Dominion Bureau of Statistics reported that this was $81,000,000 or nine per cent above last year's September estimate.

Total for the first three-quarters of 1953 was $8,660,000,000, a gain of $757,000,000 or more than nine per cent over the same nine months of 1952.

All major industrial divisions shared in the August-September advance, the increases ranging from $1,000,000 in the primary industries group and a similar gain in construction to $9,000,000 in the finance and services group. September group totals, in millions (with August figures in parentheses), were: agriculture, forestry, fishing, trapping and mining, $81 ($80); manufacturing, $333 ($328); construction, $82 ($81); utilities, transportation, communication, storage and trade, $258 ($256); finance and services, including government, $224 ($215); supplementary labour income, $34 ($33).

Only the primary industries group showed a drop in total payroll in the first nine months of 1953 compared with last year, the three-per-cent decline resulting from lower activity in forestry. Largest gain in the nine-month comparison was a 15-per-cent advance in total wages and salaries in construction. The manufacturing total was 11 per cent higher, while the aggregate payrolls for both the distributive industries and the finance and services group were up by about 10 per cent.

Personal Income Stops Rising in 3rd Quarter

Personal income remained unchanged but farm and corporation income declined in the third quarter of 1953, according to information released by the Dominion Bureau of Statistics.

Wages, salaries and supplementary labour income for the third quarter of 1953, after seasonal adjustment, remained the same as the second quarter. Previously there had been a general increase.

Farmers' accrued net income from farm production dropped eight per cent in the third quarter compared with the same quarter in 1952. Approximately a 13-per-cent decline is shown in the first nine-month period of 1953 compared to the corresponding period in 1952.

Corporation profits show a similar decline. Total investment income, when seasonally adjusted to annual rates, shows a drop from $3·8 billion in the second-quarter to $3·5 billion in the third quarter. It was also down from the third quarter of 1952.

Gross national product in the third quarter of 1953 was at an annual rate of $24·2 billion, substantially the same as in the second quarter and somewhat higher than the first quarter after seasonal adjustment.

Total consumer expenditure increased six per cent in the nine-month comparison with last year. Personal expenditure on consumer goods and services (seasonally adjusted) was substantially unchanged from the second quarter. The volume of durable goods purchased was nearly 10 per cent above the third quarter of a year ago. The value of non-durable goods purchased increased two per cent in the third quarter of 1953 compared with the same quarter in 1952. The volume of services purchased remained relatively constant.

Government expenditure on goods and services in the third quarter amounted to $1·2 billion, about eight per cent above the third quarter of a year ago. The increase was split evenly between price and volume increases, and was principally for defence production.

Investment in residential construction in the third quarter was 25 per cent above the third quarter of a year ago, and was almost entirely in volume gains.

Non-residential construction investment was 10 per cent above a year ago in the third quarter. However, because of price increases, only five per cent was volume gain.

Personal saving continued at a high level and amounted to $1·4 billion (seasonally adjusted to annual rates) in the third quarter.

CMA Names Whitelaw To Succeed G. K. Sheils

The Canadian Manufacturers' Association on December 2 announced the appointment of John C. Whitelaw, QC, as General Manager.

Mr. Whitelaw has been Manager of CMA, Quebec Division, for 13 years, and November 1 became Assistant General Manager.

He succeeds the late G. K. Sheils, wartime Deputy Minister of Munitions and Supply. Mr. Sheils, elected President of CMA for 1952-53 and appointed General Manager at the 1953 convention, died November 22.

TLC, CCL Committees "Explore" Labour Unity

Closer relations and possible unity of organized labour are the aims of committees established by both the Trades and Labour Congress of Canada and the Canadian Congress of Labour early in December.

The TLC formed its group December 3, consisting of President Percy R. Bengough, Ontario, Vice-president William Jenoves, Quebec Vice-president Claude Jodoin, and General Secretary-Treasurer Gordon G. Cushing. This action is a follow-up to a resolution passed at the TLC annual convention in August when it was decided to work for closer relations and eventual organic unity with the national central bodies of organized labour in Canada.

December 9 the CCL established a four-member committee to explore the possibilities of labour unity. The committee is composed of President A. R. Mosher, Secretary-Treasurer Donald MacDonald, and Vice-presidents George Burt and C. H. Millard.

The TLC committee was set up "to explore the further steps that should be taken to bring about closer relations between the national central bodies of organized labour in Canada". The CCL committee was established "to explore the possibilities of labour unity".

Two AFL Unions Agree On Jurisdiction

Two AFL unions have signed a revised agreement on pressroom jurisdiction, while AFL and CIO unions in the insurance field have agreed on a plan of co-ordinated action in dealing with insurance companies.

The agreement between the International Printing Pressmen and Assistants' Union of North America (AFL) and the International Association of Machinists (AFL) supplants an earlier accord that had not always worked well. It specifies the work each craft may perform and provides peaceful procedures for settling disagreements. The final step is binding arbitration.

The agreement gives the pressmen jurisdiction over the testing, making ready, operating and adjusting of presses, including cutting in and out of printing units, folders, formers, ink fountains, and minor replacements; the handling of paper, printing ink, manufacturing and mixing of printing ink, manufacturing of composition or rubber printers' rollers and the grinding of these rollers when done in press, ink or roller room.

The machinists have jurisdiction over the manufacturing, erecting, installation, repairs and dismantling of all printing presses, including letter presses, offset presses and rotogravure presses; the manufacturing and grinding of metal press rollers, and the grinding of composition or rubber printers' rollers where the grinding is done on lathes or special machines located in the machine shop or a shop under the direction of the machine shop's supervision.

The agreement between the Insurance Agents International Union (AFL) and the Insurance Workers of America (CIO) provides for mutual support and assistance during negotiations with insurance companies, joint action to obtain desired legislation, and "no over-lapping" in organization activities.

AFL and CIO Sign No-Raiding Pact

The no-raiding agreement between the American Federation of Labor and the Congress of Industrial Organizations was formally signed in Washington December 16.

The agreement, drawn up by leaders of the two organizations early last year, was approved at the AFL convention in September (L.G., Nov. 1953, p. 1617) and at the CIO convention in November (*see* p. 74). It binds only those national and international unions affiliated with the two labour groups who have signed it or will sign it individually. It came into effect January 1 this year and will run for two years.

The agreement bans any attempt to transfer a recognized group of employees from one federation to the other. Unresolved disputes are to be submitted to an impartial umpire whose decision will be final.

AFL Railwaymen Join Brotherhoods' Committee

At the presentation December 4 of the annual brief of the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods (*see* p. 62), the Committee for the first time spoke on behalf of a new member organization, Division No. 4 of the Railway Employees Department, American Federation of Labor.

It has been learned that this organization was admitted to membership on the Committee on a continuing basis but will also continue its affiliation with the Trades and Labour Congress of Canada.

Division No. 4 is made up of the eight mechanical trade unions representing members employed by the railways in car shops and roundhouses.

Textile, Farm Machinery Imports Up Last Year

Textile and farm implements and machinery imports jumped almost $56,000,000 in the first nine months of 1953 compared with the similar period in 1952, according to figures released by the Dominion Bureau of Statistics.

Cotton products imported in September totalled $6,623,000—a reduction from the $6,764,000 in September 1952. However, the January to September imports totalled $72,009,000—$14,241,000 more than the 1952 figure of $57,768,000 for the similar nine-month period.

Wool products imported likewise showed an increase. Imports for September 1953 totalled $5,885,000 compared with $4,579,000 in September a year previous. The January-September value of wool product imports equalled $56,255,000—$18,455,000 more than the 1952 January-September figure of $37,800,000.

September farm implements and machinery imports rose to $12,594,000 compared with $11,173,000 for the same month in 1952. The January-September total for 1953 was $184,553,000—$23,191,000 more than the January-September 1952 figure of $161,362,000.

September's total merchandise imports increased both in value and volume compared to those a year ago. The month's commodity imports total value was $367,500,000 as compared with $349,100,000 in the corresponding month last year. Import prices averaged 3·3 per cent above those of a year ago and volume gain was 1·2 per cent. Total value of imports for the January-September period was $3,334,700,000—a gain of 13 per cent over last year's $2,945,500,000.

September's total exports rose to $343,800,000 from $342,300,000 in the same month of 1952.

October Immigration Up; First 10 Months, Down

Immigration to Canada in the first 10 months of 1953 was lower than in the same period in 1952 but entries in October were 70 per cent higher than in that month of 1952.

According to figures released by the Department of Citizenship and Immigration, 143,722 immigrants came to Canada between January and October, 2,514 fewer than the same period in 1952.

In October 1953, 18,624 immigrants arrived, 70 per cent more than the 10,940 who entered in October 1952.

Of the October 1953 immigrants, 7,701 were Northern Europeans, 4,817 came from the British Isles, and 1,008 were from the United States. Racial origins contributing most were British (4,817), German (4,191), Italian (3,216), and Dutch (1,982).

Retirement at 65 Years Said Unsound Economics

Compulsory retirement at 65 years of age has no sound economic basis, according to Robert K. Burns, Executive Officer of the University of Chicago Industrial Relations Centre.

"This age limit was set in depression times when there was a substantial surplus of manpower, which is not the case now," Mr. Burns reports in the January issue of the *American Journal of Sociology*.

He stressed that 30 years from now one of every nine Americans will be 65 years or older in contrast with the 1950 rate of one in 12 and the 1900 proportion of one in 25 persons. Coupled with this is an increased span between the age of 65 and the age at death.

Increases Cost

All of this increases the cost of financial support and greatly affects individual financial planning, industrial and federal pension policy, employee-employer relations, and broad economic and public policy, Mr. Burns explained.

Pension costs could be cut one-third if retirement were postponed from 65 to 68 or 70 years and industry maintained its level of high production. Each year of continued employment after the age of 65 makes possible a substantial increase in the amount of the retirement benefit under both Social Security and industry pension plans, he said.

In planning pension payments, Mr. Burns explained, life insurance companies, on the basis of their experience, figure $100 a month at the age of 65 is the equivalent of $108 at 66 or $130 at 68.

"The sharp drop in income and standard of living when an individual retires constitutes a major problem of economic readjustment," Mr. Burns wrote.

The magazine, in an issue devoted to ageing and retirement, also reports on a retirement study conducted in 1952 among retired persons at Melbourne, Florida.

The study found business and professional men have the greatest difficulty in adjusting. Married women adjust more readily than married men. Single career women, on the other hand, appear to have as much difficulty as business and professional men.

Montreal Panel Debates Guaranteed Annual Wage

More job opportunities rather than guaranteed annual wages were seen as the answer to the problem of maintaining income by a member of an employee relations panel sponsored by the Montreal Board of Trade recently.

R. B. MacPherson, economist at Canadian Industries Limited, said during the panel discussion that the guaranteed wage demand was "impractical". Instead of achieving its purpose of stabilizing purchasing power it might have an adverse effect on the economy.

"It might even result in immediate unemployment and most certainly would not prevent it," he said.

Labour Member

A labour member of the panel, J. P. Nicol, said that behind the guaranteed wage question is the problem of responsibility for employment and regular income. He said the demand for a guaranteed wage was merely a "request that employees' incomes be spread over 52 rather than 40 weeks".

There were difficulties, he agreed, but thought management should give serious thought to it. Mr. Nicol is Director of Research for the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC).

Mr. MacPherson said both government and industry were aware of their responsibility for maintaining wages, but added that the problem was not so much guaranteeing wages as providing employment opportunities.

Another member of the panel, J. K. Molyneux, Industrial Relations Manager for Monsanto Canada Limited, said the guaranteed wage entailed too great a risk for any company to take. In some cases the whole assets of a company could not guarantee wages for more than ten months.

Some companies, he said, were giving serious thought to the question of stabilizing employment.

Canadian UAW to Seek Guaranteed Annual Wage

Canadian locals of the United Automobile Workers of America (CIO-CCL) will seek a guaranteed annual wage this year, it was decided at a meeting in Brantford, Ont., in mid-December.

A month before, Emil Mazey, International Secretary-Treasurer of the union, told Canadian UAW leaders that the guaranteed annual wage will be won "the same as we have won pensions, paid vacations and statutory holidays". He was speaking to more than 300 delegates to the fourth annual Local Union Leadership Conference of Region 7, UAW, also held at Brantford.

George Burt, Canadian Director of the union, presided at the December meeting; William C. McDonald, Director of Education for Region 7, at the leadership conference.

Geo. Keen, Co-op Leader, Dies in 85th Year

A leading figure in the Canadian co-operative movement, George Keen, died at Brantford, Ont., December 4. He was 84 years old.

Born in England, Mr. Keen came to Canada in 1904. In 1909 he was named Honorary General Secretary-Treasurer of the Co-operative Union of Canada. In 1918 he was appointed to the position on a full-time basis. He held the post until his retirement in 1945.

Mr. Keen is most widely known for his editorship of the *Canadian Co-operator*. He retired from this position in 1947 after more than 30 years of service.

Mr. Keen received an honorary degree from St. Francis Xavier University, Antigonish, N.S., last July in recognition of his work in the co-operative movement.

Alta. Civil Defence under Workmen's Compensation

Civil defence workers in Alberta have been brought under coverage of the Workmen's Compensation Act for death or injury incurred during training or exercises, by virtue of an agreement between the federal Government and the province.

Hon. Paul Martin, the federal minister responsible for civil defence, announced in December that he and Hon. C. E. Gerhart, Alberta's Provincial Secretary and Minister of Municipal Affairs, had signed an agreement to share the cost of workmen's compensation benefits to civil defence workers killed or injured while engaged in training measures designed "to protect and preserve life, property and public services against any form of enemy attack or to minimize damage therefrom".

Alberta is the third province to enter into such an agreement; Ontario and British Columbia were the first two.

Extracts from Hansard of Interest to Labour

Debate on Speech from the Throne

November 23

Mr. H. J. Murphy (Westmorland): ...I should like to bring to the attention of the House the plight in which the small businessman finds himself when there is a break-up of his business through one cause or another. When a small businessman or merchant with one or more employees finds that for some reason his business is at an end, his employees are looked after under the benefits of the Unemployment Insurance Act, but he who has contributed on behalf of those employees finds himself with no assistance. I should like to see a change made in the Act so that such a person would be given some assistance to help him become readjusted in his community and gain employment for himself....

Mr. A. W. A. White (Waterloo South): ...I bring to your attention another serious problem with which many workers and manufacturers are confronted not only in my riding but throughout the length and breadth of this great country. I speak, of course, of the present condition of the textile industry in Canada.

This industry, at its peak in April 1951, employed 104,000 men and women. By July 1952, the number of persons employed had dropped to 82,328. In April 1953, employment went up to a new level of 95,000 persons. Since that time this figure has gradually dropped until today the number of men and women employed in this basic industry has been reduced to 85,000 persons. This drop of 10,000 persons employed in this industry in the last seven months does not, however, tell the whole story because a large number of these people are on short time, as low as two and three days a week.

To get to my own riding of Waterloo South, I have gathered the following information. The Stauffer-Dobbie mill normally employing 450 people is now employing 300 workers at the height of its rush season; and from April to September of this year this mill was operating on short time of three to four days a week. The Riverside silk mill employing over 200 workers is now operating at only two-thirds of this capacity. The Turnbull mill employing 200 workers is now operating at 80 per cent of this capacity on short time of two to three days a week. The Newlands mill normally employing 500 workers is now employing only 350 persons on three and a half to four days a week. The Galt Knitting Company is operating on short time with only one-third of its normal number of employees.

In the neighbouring town of Hespeler, which has a population of approximately 3,900, the large Dominion woollen mill normally employs 1,100 persons and the Artex woollen mill normally employs 315 persons. These two mills between them normally provide employment for 1,415 people out of a total population of 3,900. Today the Dominion woollen mill is employing 700 persons and even this number is experiencing considerable short time. The Artex woollen mill is now operating and employing only 215 persons, a drop of 30 per cent. Of 54 looms the company is operating only 36 at the present time. These are some facts and figures showing the position of the textile industry in my riding, and I know the same situation exists in the textile industry throughout the entire Dominion of Canada.

In the year 1950 the Canadian textile mills manufactured 68 per cent of all the requirements of the Canadian people. In the early part of this year this figure had dropped to 52 per cent, and in the last six months the imports have exceeded all previous records and for the first time Canadian mills are now producing less than one-half the total requirements.

I know this Government has for some time been aware of the serious condition of the textile industry in Canada, and has been considering ways and means of remedying and correcting these disturbing conditions. I know the Minister of National Revenue (Mr. McCann) has had his department working overtime to prevent goods, sold at depressed prices in the United States and other countries, from finding their way into the Canadian market, and that the anti-dumping laws are being applied wherever possible. But in spite of this fact the situation in the textile industry in Canada is getting progressively worse....

I was highly pleased to see that the Speech from the Throne indicated that this Government is considering amendments to the Customs Act which, I presume, will attempt to alleviate the serious condition which prevails in the textile industry. One suggestion is that this amendment should establish that the value for duty on new or unused goods shall not be less than the actual cost of production of these goods in the country of origin plus a reasonable advance for selling cost and profit. There

are other methods, which could be adopted, too, and I am satisfied that the Government will take the necessary action under the circumstances. I should like to suggest that all imported fabrics of any kind should be marked with a label indicating in French or in English the country of origin so that our Canadian consumers can, if they so desire, make sure they are purchasing goods produced in our own country by Canadian workers....

November 24

Mr. Charles Cannon (Iles-de-la-Madeleine): ...I have three suggestions to make to the Government with respect to fishermen. The first one concerns unemployment insurance. I have spoken at length on this matter on many occasions in the House. I have asked that an investigation be made into the possibility of obtaining unemployment insurance for fishermen. An investigation was made and a long report tabled. Unfortunately for me and my electors the conclusion was that the time was not yet ripe to introduce unemployment insurance for fishermen. But in this new Parliament I think in my first speech it is only right that I should repeat this request and point out that it is essential that fishermen be allowed to benefit from the unemployment insurance law.

The investigations that were made showed that in England and the United States fishermen do benefit from unemployment insurance laws, and I do not see why the fishermen of our country should not also receive these benefits. I have been told that to give them unemployment insurance would create great administrative problems; but administrative problems, however great they are, can always be surmounted. I have also been told it is difficult because fishing is only a seasonal industry in this country. Other seasonal industries such as the woodcutting industry have been given the benefit of unemployment insurance and I do not see why fishermen should not be given the same benefit.

In any case if it is impossible to extend the benefits of unemployment insurance to all our fishermen we should at least start with those fishermen who earn wages, those fishermen who are employees. These people are employees just the same as any other wage earners in Canada, and I respectfully submit that as employees it is not fair that they should be deprived of the benefits of the Unemployment Insurance Act from which all other employees in Canada benefit.

I ask the Government to give this request serious consideration, and to make a first step in the right direction by extending the benefits of the Unemployment Insurance Act to fishermen helpers, fishermen who earn salaries. As hon. members know, there is a special provision in the Unemployment Insurance Act excepting all fishermen from the provisions of the Act, and I have always felt that it was not fair that they should be deprived of this form of social security.

The second suggestion I wish to make is that a co-operative marketing act should be passed with the object of helping co-operatives market the products their members give them for sale. We have on our statutes the Agricultural Products Co-operative Marketing Act which was passed in 1939. Under that Act the Minister is authorized to guarantee co-operative associations the initial payment made by them to the primary producers of agricultural products. In other words the co-operative is sure of not losing any money on the initial payment it makes to its members. Of course the initial payment is not left entirely to the discretion of the co-operatives; it is settled by an agreement between the co-operative and the Minister. However, it permits them to make a higher initial payment to the members of the co-operative, and is a great advantage for the farmers who benefit by it. There is no reason in the world why fishermen should not have the same advantage.

Fishermen are primary producers just as farmers are, and I come back again with the same argument that I have developed in the House before and which I am going to continue to develop until I gain my point. Fishermen should be treated exactly on the same footing as farmers, and all our beneficial legislation in favour of farmers should be extended to fishermen. I say that the Government should take the initiative in passing another co-operative marketing act which would be called the fisheries co-operative marketing act and which would permit fishermen's co-operatives to enjoy the same advantages.

The third suggestion I wish to make concerns the telephone service on the Magdalen Islands....

Mr. A. R. Lusby (Cumberland): ...Like farming, coal mining is an important industry in Cumberland county as well as elsewhere in Nova Scotia.... I do agree that the outlook for coal mining in Nova Scotia is grave. If the coal industry is to survive and prosper, new markets must be found to offset those lost through increased competition from other forms of fuel.

Above and beyond the system of freight subventions this Government should, in conjunction with the provincial government, initiate an exhaustive program of research—and again I say it is the day of scientific research—in order to determine all possible new uses for coal. I mean not merely new or expanded uses for it as fuel, such as its increased use for the production of electricity or in the coal-fired gas turbine engine, in the development of which the Government has already assisted materially. I mean uses not yet commercially recognized. It may well be that the day will come when the importance of coal as a fuel will be secondary to its value as a storehouse and source of chemicals and other substances required for the many new processes of industry which are themselves so much the product of research....

Mr. Hayden Stanton (Leeds): ... The high level of business activity in Canada shows signs of falling. Many of the industrial plants which manufacture farm machinery are working only part time, and this is due to the decrease in the purchasing power of the farmer. I plead with the Government to make every effort to expand our markets with the British Commonwealth. In the past this has been our best market, our most stable market. We have been hesitant about accepting British sterling, but we must accept it in payment for our produce and trade with Britain or we will find that our dairy farmers, indeed all the farmers in Canada, will be in a wilderness financially....

Mr. Robert Cauchon (Beauharnois-Salaberry): ... The case I am going to present tonight, Mr. Speaker, is that of the textile industry in Canada...

Valleyfield is an industrial city of about 23,000 and has a silk mill, a branch factory of Duplan, which is a United States company manufacturing synthetic fibres, and also the Montreal Cottons plant, now a subsidiary of Dominion Textiles. In 1943 these plants employed 3,921 workers, and they now employ only 1,654. I do not feel that I am taking the time or taxing the patience of the House with what is purely a local problem. It goes far beyond that. Possibly it does affect Ontario and Quebec more than other provinces; but we must not forget that in every province there is a textile industry. The total labour force thus employed is about 90,000, and I should say this is a number not to be disregarded, in view of our population....

Let us glance now for a moment at recent trends in this industry. From 1935 to 1939, 73 per cent of the Canadian civilian fabric requirements in cotton, nylon, rayon and wool was supplied by Canada. From 1943 to 1949, 61 per cent was so supplied; in 1950, 68 per cent; in 1951, 66 per cent; in 1952, 55 per cent, and in 1953 an estimated 51 per cent. These figures were compiled by the primary textiles institute.

Can this trend be allowed to continue? From statistics presented by Duplan, and applying to synthetic fibres, I learn that though in 1950 only 10 per cent of Canadian needs was supplied by the United States, today 27 per cent comes from that country. What does this mean weekly in terms of lost working hours? Well over two and a half million.

After a careful study of these figures, and evidence obtained in my home city, I have come to the conclusion that it is with reason that the textile industry complains of the dumping of United States goods. Though it is true that the rise in the value of our dollar in relation to the United States dollar did have the effect of lowering our tariff, that could not in itself account for the present depression in the Canadian textile industry.

We must not forget that the cost of American mass-produced goods for a mass market is always below the cost of goods produced in Canada for a small domestic market. Canadian industry aided by tariffs has been able, until recently, to meet this competition. When, in addition to this advantage, United States manufacturers by selling below cost an exceedingly small volume of end of the run or off-season goods at home can throw the remaining large volume on Canadian markets, then our industry faces too great odds, and Canadian labour suffers.

How can Canadian industry meet this competition? Would anyone in this House suggest that workers' wages be reduced? If so he is unfamiliar with living costs in urban centres. Though I feel very strongly on this question, I shall take time only to point out that to lower wages is at the same time to lower purchasing power....

One might say the crisis could be met by reducing dividends. I am not in favour of excessively high dividends at the expense of wages, but can I or anyone else expect that capital will be invested to improve or expand established industries, or develop new ones, unless capital is assured of fair returns? That method, too, would reduce the purchasing power of Canadians.

Another way is for the Canadian textile industry to take measures to reduce costs and improve quality, the best way of meeting competition.... This industry is doing

its part to meet the challenge, but in spite of its efforts workers have been laid off and their take-home pay severely reduced.

Finally we could re-examine GATT. I am proud that our government has honoured its obligations under this agreement, but I am not sure that all the signatories have adhered as closely to its spirit. The United States is probably justified in its stand on free trade, a stand which means free trade as long as it does not affect the United States labour market. Pressure by United States manufacturing and commercial interests have kept that country strongly protectionist, which is its right. Although we are not strongly protectionist, in the light of the present situation and the possibility of quotas and restrictions on our primary products entering the United States, surely it is our right to protect our industry and workers from unfair competition. By unfair competition I refer to the loophole in GATT which permits goods to enter our markets at sacrifice prices because United States manufacturers have a surplus stock.

Personally I believe such action to be the answer to the problem....

Mr. Hector Dupuis (St. Mary): ... Labour unions provide, through their joint committees, for agreements between management and labour, for the drafting of contracts that set the salary rate to be paid to the different tradesmen. But there is still one category of workers who have not yet been able to form a strong organization—and I believe they would be well advised to do so—that would strive to obtain for them a reasonable salary, to which they are entitled. I am speaking of that group commonly referred to as the white collar workers, the clerical employees and more particularly the people employed by governments, whether it be at the municipal, the provincial or the federal level, who are not getting, in my opinion, the salaries they should be getting. I am not blaming the federal Government more than any other, but I believe, Mr. Speaker, that a commission should be established to investigate seriously the salary paid to some employees....

There is another question.... I would like to suggest to the Government—and there is no time like the present to do so since the Criminal Code is to be revised —that they consent to an amendment to the Criminal Code that would allow for a national lottery.... In speaking for a national lottery I do not ask that we do away with private charity. But if we can give a few more millions to the hospitals, these subscription campaigns could be maintained, because we all realize the great need for beds, which is at the present time the major problem of our hospitals.... So, if we were to give our hospitals these millions which go out to Europe, it seems to me that we would do something splendid.... I wonder why we could not, once and for all, legalize public subscription to this type of humanitarian project.

November 25

Mr. Angus MacInnis (Vancouver-Kingsway): ... During the last four or five months I have noticed that the price index has been going up; that is, the cost of living has been rising. The explanation that those who prepare the cost-of-living index give us for the rise in the index is that food prices have been going up. But as I hear it from the farmers, their trouble is that food prices are going down. How can it be that the cost of living to the consumer is going up because of increasing food prices when prices to the farmers, to the producers, are going down? If that is the case—and if it is not the case someone is giving out wrong information—I think the time has arrived when this Government should institute an investigation by a royal commission or otherwise to try to find out why it is that when food prices go up, the producer gets a smaller share of the consumer's dollar. That is a matter to which we should give our attention....

November 26

Mr. George Hees (Broadview): ... We all know from past experience that the economic pendulum swings both ways, and although today we are enjoying a buoyant economy, I think we must be prepared to look after human needs on a level comparable to Canadian standards of living in case we should be so unfortunate at some future time to be involved in a recession, with its consequent employment difficulties.

If unemployment should increase to a marked degree at some future time, then there are going to be a great many people in this country who will exhaust their unemployment insurance credits, and, through no fault of their own, will be unable to find a job. These people must go on living, and they cannot do so unless they have the funds to provide food, clothing and shelter for themselves and their families.

These people cannot wait around while this matter is debated in this House, and the buck passed back and forth between various levels of government. I believe we must decide now who is going to bear this burden if conditions should go against us.

For several years now conferences of mayors and reeves throughout this country have been passing resolutions urging this Government to accept its responsibilities in this matter, and the reasons they have put forward are five in number.

First, the federal Government is the only level of government capable of financing such a program. Today the unemployment insurance fund amounts to nearly one billion dollars, and it continues to grow daily.

Second, the federal Government is the only government which has the machinery to administer a program of this kind.

Third, this would avoid the duplication in administration which would occur if various levels of government were attempting to handle this program.

Fourth, uniform standards of assistance would be assured to all Canadians.

Fifth, the limited sources of revenue available to the provinces and municipalities make it impossible for these bodies to meet the financial burden.

I believe these requests by the municipalities to the federal Government have been put forward on very logical grounds. They are two in number; first, that the economy of the country is guided to a very large extent by the fiscal policies of the federal Government and they, in turn have a very direct bearing on employment as a whole; second, municipalities simply do not have the sources of revenue necessary to meet this problem when it arises, and the problem must be met when it does arise.

Therefore I urge the Government to bring forward legislation at some time in the near future which will assure that people whose unemployment insurance credits have expired, and who through no fault of their own are unable to find jobs, may continue to receive unemployment insurance benefits. I believe we should take this decision now, so the machinery can be put into operation if and when it is ever necessary.

Now, Mr. Speaker, I would like to say that the measure I have outlined, although it is a necessary one to meet adverse conditions whenever they arise, is of necessity only a negative approach to this problem. The positive approach is that we should do everything possible to make sure that these adverse conditions do not arise.

I believe the most constructive step this Government can take is to give assistance and encouragement to industries to participate in comprehensive and continuing programs of industrial research.

This kind of program, I believe, should have two objectives; first of all, to assist in the development of new sources of cheap power which will attract new industries; second, to provide inducements to industries which will encourage them to develop new and better techniques, which will enable us to process far more of our primary products than we have in the past....

I said at the beginning of my remarks that I believe a continuation of unemployment insurance benefits is very necessary if adverse conditions at some future time should make it impossible for people whose unemployment insurance credits have expired, to find jobs. However, I think we all appreciate the fact that the only real unemployment insurance is an increasingly high level of employment. The people of Canada want jobs, not handouts.

I sincerely hope the Government will give some consideration to the suggestion I have made today, because I think they would assist in making an increasingly high level of employment a reality.

Mr. Howard C. Green (Vancouver-Quadra): ...I believe that the time has come for the Emergency Powers Act to be repealed....

Mr. Claude Ellis (Regina City): ...It will be recalled that when the Postmaster General (Mr. Côté) was asked why there should be a differential between the wages paid postal workers in Regina and those paid civil servants of the Saskatchewan government, the hon. member for Ottawa West (Mr. McIlraith) made an interesting comment when he said, "they are organized". At that point the hon. member for Winnipeg North Centre (Mr. Knowles) replied, "that is the point".

That is exactly the point. I think all hon. members welcomed the recent announcement of increases for the civil servants. But I think the time has come in this country when we should recognize that there is a better method of carrying on employer-employee relations. We have got beyond the concept of master and servant; we have come to accept the principle of collective bargaining in business and in industry. In my province the civil servants send their representatives to meet the representatives of the Government around the table as equal partners to negotiate their wage differences.

As some hon. members know, a month or so ago an agreement was reached in that province between the Government and its civil servants which not only provided substantial increases but which set a standard which might well be followed by

all governments, with respect to questions of wages, hours of work and so forth as between employer and employee. I think the time has come when the Government should make overtures to the civil servants to the end that in the future the civil servant will not have to come to the Government cap in hand to ask for long-overdue wage increases but rather that the representatives of that body will meet with the Government and after deliberating and discussing all aspects of the problem come to an agreement which is mutually satisfactory to both parties....

November 27

Mr. Maurice Breton (Joliette-L'Assomption-Montcalm): ...I wish to endorse the remarks of my colleague from Beauharnois-Salaberry (Mr. Cauchon) in regard to the problem of textiles in general.

In my constituency, as in the whole province of Quebec, the crisis which prevails at present in the textile industry creates serious unemployment. About 200,000 male and female workers are employed in the primary and secondary textile industry in Canada, 100,000 of them in the province of Quebec. A large number of those workers are out of work at present, and many others work only three days a week. Bitter complaints are voiced about so-called American dumping of goods, even if the Americans dispose of their surplus production in a way which does not expressly contradict the definition of dumping as stated in the Geneva agreements.

I am aware that the Government intends, while complying with the definition set at Geneva, to resort to a stricter application of import control methods. I certainly approve its action in the interest of the working population of my constituency and of the whole province of Quebec.

Fears are also expressed, and with reason, by the textile industry with regard to the next commercial treaty between Canada and Japan. Last year, when Japan was not favoured by a preferential tariff, we imported $13 million worth of goods from that country. Out of that amount, there were about $9 million worth of manufactured products, including $2 million worth of textiles. On the other hand, Canada exported to Japan more than $103 million worth of goods, including about $1 million of manufactured products not counting alcoholic beverages.

It is obvious that Canada must accept Japan's proposal to adhere to the Geneva agreements, if we are to keep on trading with that country. It is normal for Japan to seek to increase her textile exports to Canada; unhappily it happens at a time when our industry is faced with a serious crisis. It would be advisable to insert into the Canadian-Japanese treaty a restrictive clause concerning textiles, if we want to avoid the utter dislocation of one of the leading Canadian industries....

Mr. W. G. Blair (Lanark): ...Today the Canadian textile industry is caught in the throes of a difficult situation not of its own making. Government policy conceived more than a decade ago, and blindly followed ever since, has left this important manufacturing enterprise in a precarious position.

In the years following World War II this industry spent a great deal of money to modernize plants and for some expansion in the hope that it would grow and prosper with Canada. It did for a time, but when the recession struck in 1951 the weakness of our national policy became only too evident. The industry could not stand up under the impact of an overwhelming volume of imports, and within a year more than 23,000 persons had been laid off, and many thousands were on short time. Business has, on the whole, improved since that time to the point where some 8,000 workers have been rehired, but the pattern is so erratic and the future holds such great uncertainty that it would seem that this situation deserves more consideration from the Government than so far has been accorded it.

Basic causes of the difficulties can be and will be traced back 15 years to show where a bad continuing situation made it possible for the upsetting circumstances of 1951 to bring about the current trouble.

There is nothing mysterious about the textile industry's problems. Government, business and press have all admitted that these problems are serious, but I should like to suggest that this industry, one of Canada's largest employers of manufacturing labour, is too important to be put off any longer with weak excuses and unfilled promises. This is a time for definite action that would offer some hope to the thousands of unemployed textile workers throughout the country, and to the many more thousand workers who are existing on part-time work at this moment, and to an industry that has every reason to believe that it has been neglected.

The Minister of Trade and Commerce (Mr. Howe) recognized the severity of the matter, according to the Cornwall *Standard Free-holder,* when he spoke in that city just before the last federal election, on July 20, to be exact. That newspaper

quotes him as saying that Canadian textile markets would be back to normal by October. The Department of Trade and Commerce must surely have learned that there has been a further reduction in employment in Cornwall textile mills during the past few months, and the situation there is as serious as it was last summer. Nor is Cornwall an exception. Generally speaking, the situation in the industry has not improved in recent months. The distress is widespread, covering every province in the country, and one has only to read current statistics and reports to know that the future is bleak unless some immediate action is forthcoming.

The situation that exists in the Canadian textile industry today can be discussed in general terms, as the whole trouble stems pretty well from the same causes. But first I would like to talk about one aspect of the problem that is particularly close to me as it affects a great part of my constituency and a great many of my constituents. I speak of the Ottawa valley wool textile industry. Wool textile manufacturing in Canada was born there more than a century ago. Wool textile manufacturing is a long way from being in a healthy condition. We must look more closely at the malady for a cure and a restoration of health.

I should like here to make reference to a speech made by a man whom I know very well, whose family established a textile mill in the Ottawa valley, in the town of Perth, in 1876—and have conducted it ever since. It must be presumed that his long family connection with the textile business, and his own personal achievements in the industry, lend authority to his words. He noted that the reasons for the decline in the textile industry, in the wool textile branch, are not hard to find. He said:—

> Average hourly earnings in the wool textile industry in the United Kingdom, our chief competitor, are only 37·5 cents per hour compared with average earnings of 99·7 cents per hour in the Canadian wool textile industry.
>
> A severe handicap to Canadian producers of wool cloth and one against which we have protested time and time again without much apparent result, is the existence of an "accidental" tariff rate brought about by the imposition some years ago of a maximum duty of 50 cents per pound on wool fabrics coming into Canada from the United Kingdom.
>
> Since the imposition of the maximum duty, costs and prices have risen to such an extent that most of the British fabrics imported today can take advantage of the maximum duty. This has resulted in an effective duty of about 14 per cent instead of the 21 per cent intended, and which of course does not equate the labour costs involved in converting raw materials into fabrics in Canada and the United Kingdom.

I do not believe it is advantageous to the economy of this nation nor do I advocate a high protective tariff policy for this or any other industry, because such a device can only provide stability for an uneconomic unit at unwarranted high cost to the Canadian consumer of the products which the industry produces. I do not believe any member of this House would class the Canadian textile industry as an uneconomic unit. Therefore I suggest as one of several possible solutions for the problems confronting this industry at the present time that a study be made of our present outmoded maximum duty on all fabrics coming into Canada and the relationship that this bears to present-day conditions to that intended by the framers of the customs law.

In case anyone who forecast recovery by October now expects the situation in the wool industry to improve by Christmas, or would like to explain that the people of Almonte, Perth, Carleton Place, and the other fine towns in the Ottawa valley are still managing to eke out a living, I offer another statement made recently in Toronto.

The Right Hon. Lord Barnby, C.M.G., C.B.E., M.V.O., internationally known textile expert, with large interests in England, said at that time that he was really convinced that when British domestic deliveries could be made in weeks instead of months, and when the profits had been squeezed out of the home market, British competition, with the advantage of its low wages, would be found to be even tougher in Canada.

Lord Barnby had quite a few other things to say, some to the credit of the Canadian industry. For instance, he found our mills efficient, but the main point of his speech, to my mind anyway, was the fact that the Canadian wool textile industry can expect an increase in the already severe competition from the British mills. That should give us all something to ponder.

This warning perhaps foretells a return to the extreme difficulties experienced in valley towns when the current depression reached its lowest ebb about a year and a half ago. At that time the evening *Citizen* of Ottawa was very pessimistic in noting, and I quote:—

> Machinery may continue to turn in Ottawa valley woollen mills, but the oil is thin and the specter of unemployment still rides the shuttle.

About this time two of the valley's oldest mills closed their doors and other establishments were forced to grant long vacations without pay to employees. Had it not been for defence orders there would have been even more suffering in the valley.

We are all afraid that even the current low level of business may not hold up, and that valley mills may return to the bitter experience of 1952. We feel that it would be serious to the economy of this nation to allow the industry to suffer to the point where it becomes ineffective.

As I noted earlier, the making of wool textiles is not a new industry in the Ottawa valley. There are people in the valley who inherited their skills as spinners and weavers from their ancestors and who have spent a lifetime providing cloths that are the pride of all Canada. Ottawa valley woollens are as good as those made anywhere else in the world, and this country would be a lot worse off without them.

Nor is woollen cloth the only thing produced in the Valley that is having a hard time finding Canadian markets. There are many fine knitting mills in the district too, and some of these are perhaps even closer to the wall than the cloth mills. I have recently been studying some figures covering production and marketing of Canadian knitted goods, and would like for a moment to present some detailed figures.

The Canadian knitting industry is an enterprise that supports 293 mills and which, in 1948, employed 27,724 persons, but which has since declined to 23,640 workers.

In the case of our knitted outer garments, imports into this country have reached a volume three times the pre-World War II quantity. Most of the imported knitted wool outerwear originates in the United Kingdom. The United States is the source of more than half the synthetic outer garments, with the United Kingdom supplying the balance. About 60 per cent of the cotton outer garments imported from the United Kingdom, with nearly all the balance being of United States origin. Imports for the first five months of 1953 were 77 per cent above the same period of 1952, and there is no doubt that when complete figures are available this year will show a post-war record for such imports.

Another section of the knitted industry which I have heard has been particularly hard hit comprises those firms in Canada engaged in the manufacture of seamless knitted gloves and mitts. In November 1948 these mills employed 1,100 persons, whereas four years later the payroll showed a total of 400 persons. The loss of the large portion of the market has been due to competition from Japan, which has increased its share of the Canadian markets from 6 per cent in 1948 to 29 per cent in 1952. Prior to World War II we saw Canadian shops full of well-made Japanese goods, cheap only in that wage rates in that country are so low as to allow sale here, even after shipping costs, at a fraction of what it costs to make similar goods in Canada.

The creation of a better international understanding is an objective to which we all subscribe. Unclogging the channels of international trade is a step towards that objective. However, to destroy a large segment of our economy in the pursuit of that objective is not in the interest of international understanding. Different standards of living and lower wage levels in other countries must be considered.

This comparatively small nation is not in a position to attempt to lead the world in offering inducements for greater international trade, when other countries, greater by far, are endeavouring to read escape clauses into existing trade agreements, or resorting to barter deals to enhance their own position in competitive world markets. To follow such a policy will only mean disaster for large segments of our population and gives no assurance that such action would win the respect or co-operation of other nations.

Considerable concern is now prevalent in some phases of our economy, and the textile industry is no exception, about the possible effects of a trade treaty with Japan.

Western Canada would no doubt gain through future trade with Japan. If Japan is going to be a power in the East against Communism, she must be given support by trading with the nations of the free world. To drive Japan into the communist camp would involve the world in further disruption. Japan could give western Canada a market for such products as lumber, grain, fish and metals. Japan in the past has bought raw products not processed in Canada and in return has shipped manufactured goods to Canada. Japan buys from Canada at the rate of one hundred million dollars per year, and sells to Canada thirteen million dollars mostly in manufactured goods. There is no doubt that under trade agreements more satisfactory to Japan that country would increase greatly her shipments of manufactured goods to Canada. Japanese textiles would become even more competitive on the domestic market.

It becomes a necessity that under future trade agreements between Canada and

other countries there should be safeguards against dislocation of our industries causing unemployment, and that there should be measures taken against flooding the country with cheap and inferior goods. Japan is not the only country involved in textile trading as opposed to Canada. Great Britain, Belgium and Italy, all with lower wages, make competition more difficult for Canadian mills.

There has been a textile industry in Canada since the earliest days and it was one of the country's first machine industries. It is necessary that a healthy, independent textile industry should be maintained to supply the needs of our people in times of peace but more particularly in times of war. The guiding factor in trade treaties, if they are to be successful, must be that they work to the mutual advantage of both parties.

To turn to the whole textile industry again, which we shall see had a gross production last year of about $800 million. While the rest of the country was enjoying an industrial boom this industry has been continually in a state of uncertainty. It would be unfair for this industry to be asked to bear the heaviest brunt of foreign imports. Canadians are one of the great textile consuming people in the world and their expenditures have increased steadily during the past decade, and have been fairly consistent during the past two years. Unfortunately, the portion of these goods supplied by the Canadian industry did not follow the same pattern. While there has been a general increase in the quantity of textiles used by Canadians, the same increase was not apparent in the quantity of textiles supplied to the domestic market by the Canadian mills.

This is serious in that the unstable world conditions of recent years have caused some violent fluctuations in the Canadian market; and the domestic industry was forced to expand and then to contract, causing disruption and upset to many lines. Too, the Canadian industry today is in such a state that an emergency might find it unable to achieve top production in sufficient time to be of help to the country.

In the period of 1935-39 inclusive, Canadian mills were supplying 73 per cent of all fabrics—cottons, wool, rayon, et cetera —used on the domestic market, but today they are supplying only 51. per cent. In general terms, without considering the brief fluctuations, the decrease has been steady all through that period, but was greatly accelerated during the past two years.

Every yard of imported cloth deducts something from the payrolls of Canadian workers, and many Canadian textile companies are reported in the position where they are either losing money or continuing operations at the break-even point in the hope of some relief in the immediate future.

It is safe to say that some of these companies cannot carry on much longer; and when they are forced to close, the amount of unemployment will be increased still further.

Difficulties of the textile industry in the Otawa valley and in all of Canada have increased within the past two and a half years in proportion to the increased volume of imports. Some other countries have suffered the same experience but, despite some learned utterances to the contrary, there has not been a world-wide textile slump such as experienced in Canada.

Some countries, Japan and India for example, have increased their output during the past two years, and other countries, such as the United States, Great Britain, and western Europe, have managed to keep their output from dropping as far as that of the Canadian industry by shipping their goods here. What actually happened is quite simple. Most world countries began stockpiling textiles and other basic necessities with the outbreak of the Korean war, and when the expected civilian buying spree did not develop, most were stuck with large inventories. Such countries as United States and Great Britain, with lower unit costs of production due to greater mass production methods or lower wage rates, turned more attention to the Canadian market. They exported their textile depression to this country.

Another point worth noting here is that a few so-called experts have tried to point to the difficulties of particular branches of the industry by noting the change in the use of various fibres during the recent years. At one time the new synthetic fibres may have taken a little business from cotton and wool, but during the last two or three years Canadian production of fabrics of all fibres has decreased. I have been assured by fabric producers that they have little sentimental attachment to any particular fibre, and can produce fabrics of wool, rayon, nylon, et cetera, alone or in mixtures of two or more of these fibres, if that was what the Canadian public demanded.

Because the demand for Canadian textiles is a comparatively small one, is spread over a large area, and is subject to a tremendous overflow of magazine, radio and television advertising from the United States, there has developed in this country a demand for such a variety of styles, types

and fashions that it is recognized that there must always be a certain amount of imports.

It would be uneconomical for the Canadian industry to produce certain types of goods, but the amount of imports required to fill that demand would certainly not be 49 per cent of the total market, as is the volume of imports today. Indeed, I doubt if it would constitute the 27 per cent of goods that were imported into this market before World War II.

It seems logical that the Canadian industry, through long experience and intimate knowledge of Canadian tastes and climate, is best equipped to supply the bulk of the needs of the Canadian market.

For instance, during the period 1946 through 1953 the industry has spent something more than $400 million for new equipment and buildings, mostly the former. It has taken courage to make such heavy investments in new machinery and equipment during recent years when it became evident that the industry was not getting a fair share of the increased business. But the industry realizes that production efficiency is one of the few competitive factors over which it has control. Companies are also concentrating heavily on using the most up-to-date methods of promotion and merchandising, and keeping in touch with advanced styling and fashion. It is doubtful if the industry could do much more to improve its own position on the highly competitive Canadian market.

The situation which now exists in the Canadian primary textile industry is the result of a situation that has been building up for the past fifteen years and which has been accentuated during the past two and a half years. During the past fifteen years the volume of imported textiles into Canada has been increasing because the Canadian Government has been steadily encouraging imports largely by lowering tariffs and relaxing customs administration. Today duties are much lower than even twenty-five years ago and on the surface it would certainly seem that the process has gone too far, too fast.

It does seem that a constant and too drastic encouragement of imports is in effect breaking faith with the industries that were established here on the understanding that their needs would be recognized. Also, what assurance is there, for new industries establishing in Canada today, that they too will not be ground up in the huge machines of the foreign producers within the next decade?

The Canadian Government recognizes the importance of the textile industry by issuing a 50-cent stamp showing a bobbin, spinning wheel and textile equipment, but something further than the mere issuance of a stamp will be required before the textile industry is relieved from its present troubles. It is in times of dire stress such as now that the inadequacy of such policies becomes more obvious, and when administration of customs laws becomes very important.

The life of a pioneer may be very interesting but it is also often very hard. We have seen some pioneering done in this country in the way of so-called relaxed import procedures, but the hardships which result fall unfortunately on workers in industry and not on those who devised those procedures. It is quite noticeable that the United States, whose Government has so far almost completely failed to carry out promises made six years ago to relax their customs procedure, has been quick to take advantage of our efforts to show the world what to do.

"Dumping" is a word used by many people with many meanings, but I say that it is wrong to have United States textiles dumped on this market in such great and growing volume when the price at which they are sold may easily represent only a fraction of the sales in their own market. The United States has the world's biggest textile industry which persists in overproducing and disposing of the surplus wherever it can. Only one or two per cent of their output sold here at dump prices can help to relieve their troubles but results in taking almost half the Canadian textile market.

When times are good in the United States textile markets they have no particular desire for business, but when they are bad, as they have been for the past two years, they can quickly produce the kind of results I have been describing among our mills. It is obvious to anyone in business that a big producer would be willing to sell on export markets at below home prices in order to increase his total output, reduce production costs, and work on a narrower but continuing total profit margin. Because of this it is necessary to have laws which prohibit the selling of exported goods at below fair market value on the home market. For a customs department to gather the necessary information on values of textiles in foreign countries, and to keep informed on such matters, would certainly require more men than are available for that work now. The law as it stands is probably being

administered as well as possible by conscientious people, but their tools are inadequate.

For instance, a large quantity of a certain type of textiles may be sold by the United States industry on its home market for a given price and then a much smaller amount sold later at a lesser price. This lesser price is the fair price according to our law and is the one that is allowed when the surplus merchandise is shipped into Canada. As a result, surplus merchandise is dumped in Canada to save a loss to the United States industry but it creates turmoil in the Canadian industry because the selling price at home is often at a loss. In other cases there are more complicated factors. For example, much of the trade in textiles is what is known as style trade. The manufacturer can sell a certain line of goods at a big loss at the end of the season because he obtained a very good price when the line was new. But an old line abroad is often a new line here, and selling it in Canada at a fraction of the original price is not fair trade.

There is a natural tendency in Canada, because of high living costs, for people, to demand consumer goods at a low cost. It must also be realized that Canadian manufacturers, in order to maintain their position, are forced to compete with other countries with lower wage standards and thus cheaper production costs.

I am absolutely opposed to forcing down the standard of living of Canadian workmen to the level of some of the countries with which we compete. It is not sufficient to say that an industry that cannot meet competition should not be in existence. The problem presents difficulties much deeper in their effects. The problem of manufacturers in Canada involves industries built up through the years with heavy investment and, above all, the providing of employment for Canadian workmen. The strength Canada exhibits in world affairs owes much to Canadian industry.

I draw the attention of the Government to this serious problem, Mr. Speaker, in the knowledge that the problem is not only serious but extremely difficult. We are fortunately not at war, but the uncertainty of international tension makes it imperative for our own preservation that we build up and maintain our strength in a program of preparedness. The Canadian people want their Government to pursue such a policy and they have proved that they are prepared to pay for it with the highest level of taxation in the peace-time history of our nation. In my opinion, nothing should be done which will have the effect of weakening our industrial economy. I believe that, while it is in the interests of international good will and peace and therefore in the interests of this country that we should explore all possibilities of unclogging the channels of international trade, the problem should be approached on the broad basis of honest bargaining designed towards and feasible of mutual advantage to both parties. Further, our now outmoded customs law should be revamped at this session of Parliament to give those administering that Act greater authority to deal with the question of dumping so devastating to the textile industry of this country at the present time.

Consideration should be given to taxation policies that will offer greater inducement to accelerated research in this industry. Technical knowledge resulting from research in turn results in lower costs of production and discovers alternate uses to broaden the market, and while the textile industry may be efficient by present-day standards every improvement made in this field further enhances the ability of the industry to compete with foreign producers who manufacture in an economy with a lower standard of living and rate of wages than prevail in Canada.

In the long run we cannot afford the alternative, which is to sacrifice this industry, something certainly not in the interests of this nation, nor to degrade our standard of living to the level of lower wage countries with whom our producers compete.

Hon. Lionel Chevrier (Minister of Transport): ...I think the hon. member who has just taken his seat would perhaps find me remiss in my duty were I not to say a word about the matters which he discussed. I refer, of course, to the critical situation in the textile industry today.

I did not know the hon. member would speak on that subject, but since he has I may say to him that I have listened with great care to what he has said. His was an objective speech; his was a speech that placed on the record a number of matters concerning the textile industry with which we are at this time familiar. He dealt more particularly, of course, with the woollen industry, which exists in his part of the community. I could put on the record a number of things having to do with the silk and cotton industry in the area which I represent in this House. The causes to which reference has been made are not only one in number; there are many causes for the critical and difficult situation in which the textile industry finds itself today. The causes to which my hon.

friend referred are but one factor in the situation. In one breath he suggested that a quick remedy was required. I wish I knew where one were to be found, because if I did I would certainly recommend it. On the other hand, he did feel that a study should be made of the customs law.

It is not for me to determine whether or not a study of the customs law would be a good thing; that would be a matter for my colleague the Minister of National Revenue. I should think, however, that a study of the customs law could not be determined in a few weeks, let alone a few months, if the situation with regard to the duty is as the hon. member states it is. As my hon. friend knows, and has so well said in his statement, there are of course other far-reaching causes. I am sorry that I have to deal with two other subjects today, otherwise I should like to speak at greater length with this textile matter. I would not want the hon. member to think that the situation to which he referred this afternoon was one which had to do with Canada alone. Let me assure him that the position in the New England states of the United States is far more serious than it is in Canada at the moment, because there the situation in so far as unemployment is concerned is far-reaching.

There are two solutions to this problem. One is the imposition of a higher tariff, and the other is the establishment of quotas. The hon. member has not, of course, suggested either of those. I do not think that any member in this House will suggest that either of those two represents the solution. I should think that perhaps, as we have already indicated to a number of delegations that have come before the Government, delegations representing industry, delegations representing the primary textile institute, delegations representing labour, it would be possible—and studies were being made in that respect—to amend certain sections of the Customs Act. A letter which was written by the president of one of the larger textile companies in this country to his shareholders only recently, and which I am sure the hon. member for Lanark (Mr. Blair) has seen, suggests three courses to deal with this critical situation.

The first suggestion was the study by labour and management of the situation as it exists today. The second was a careful scrutiny by industry of the causes which would perhaps lead to methods to be used to meet competition. The last suggestion was assistance from the Government. If my memory serves me correctly, what the president of that company had in mind when he referred to assistance from the Government was an amendment to Section 36 of the Customs Act.

November 30

Right Hon. C. D. Howe (Minister of Trade and Commerce): Mr. Speaker, since the end of the war, I have usually taken advantage of the opportunity afforded by this debate to comment on the state of the Canadian economy....

What strikes me as most significant about the present situation is that here in Canada, and I think in every other country where there is reasonable freedom, conditions are becoming more competitive. The period of post-war inflation, which was given a shot in the arm by Korea, seems to have come to an end. The sellers' market has to all intents and purposes disappeared. The buyer is in a stronger bargaining position than he has been for many years.

This is a healthy development, far healthier indeed than the indefinite continuation of a situation in which costs and prices are being pushed up by the pressure of excess demand. Inflation breeds slump and the sooner inflation can be brought to a halt, the smaller the resulting distortion.

Fortunately for all of us, now and in the future, inflationary tendencies were never permitted to get out of hand in Canada. There has, of course, been a substantial rise in general price levels since the end of the war but most of this was unavoidable, the inevitable consequence of world-wide forces. As a result of our internal fiscal, monetary and credit policies and related measures, coupled with our multilateral trading policies, Canada experienced as little inflation as any country and a good deal less than most.

For that reason the adjustment to a more competitive situation has not caused, and should not cause, serious difficulties for the Canadian economy as a whole, although it may for particular industries and particular firms. I think it can be said that we have been building on pretty solid foundations.

Evidence that this is so is to be found in the continued high level of Canadian economic activity; 1953 has been an extraordinary year by any measure. Total output will exceed $24 billion, probably more than 5 per cent above 1952. Since price levels have been more or less stable over the past year, this represents an equivalent increase in real output in line with the increase achieved in each of the three preceding years.

As output rose, so did employment. Even with the steady rise in the labour force,

augmented by large numbers of new immigrants, there has been very little increase in unemployment.

Up to mid-1952 much of the increase in production and employment could be traced to defence expenditure and to intensified world demand for strategic materials. Since that time, however, the main impetus has come from increased demand for goods and services to raise standards of living.

Of particular importance has been the rapidly growing appetite of the Canadian consumer. Total consumer purchases in physical volume terms are running about 12 per cent above the level of two years ago. This is much the sharpest rise that has taken place since 1946. It may interest hon. members to know that the increased flow of goods and services to Canadian consumers accounts for two-thirds of the addition to total national output during the past two years.

Sales of automobiles and household appliances have been remarkably buoyant. In part this reflects the substantial increase in instalment buying that began early in 1952. It should be noted, however, that the increase in consumer buying has been spread throughout all the main consumer goods, including soft as well as hard goods. Food consumption, for example, has risen by 12 per cent in two years.

Underlying this broad growth in consumer spending has been the strong upward trend of personal incomes, in real as well as in money terms. Prior to 1952, money incomes, although increasing substantially, did little more than keep pace with rising prices. By the beginning of 1952 consumer prices had levelled off and have since remained slightly below the peak reached in January 1952. At the same time, average earnings continued to rise. The result has been a continuing and substantial improvement in real earnings of wage and salary earners, professional people and most other groups. It has been estimated, for example, that average weekly earnings of those working for wages and salaries has increased by 16 per cent during the past two years and the trend continues. As for farm incomes, lower prices for some farm products have to some extent offset the unusually large grain crops harvested in recent years. Even so, 1953 farm incomes, though below the levels of 1951 and 1952, remain well above those of any earlier years.

Nor are consumers dipping into their savings to maintain this high rate of spending. Individuals, on the average, are still managing to save 8 or 9 cents of each dollar currently earned, a rate which, on the basis of past experience, may be considered as pretty high.

Consumer spending has been rising. And so has expenditure for the purpose of increasing Canadian capacity to produce. Indeed, I am frank to admit that the rate of capital formation has exceeded my fondest hopes. I would not have been at all surprised if capital expenditure had levelled off this year. But such has not been the case; 1952 established a new record. The latest estimates indicate that capital outlays this year may reach $5·6 billion, a figure 9 per cent greater than the previous record established in 1952. Since prices of capital goods have been more or less stable, this 9 per cent increase represents an equivalent increase in terms of plant and equipment put in place....

I am also very glad to be able to report that Canadians are building more dwellings than ever before in their history. Starts, including conversions, may reach, if not exceed, 100,000 housing units in 1953. Last year the total was 86,000 housing starts and the previous record was 95,000 in 1950. There are good reasons for believing that house building will continue at a high level in 1954....

As I said at the outset, 1953 has been a remarkable year by any measure. Total output is at record levels. Price levels are more or less stable. Unemployment is very low. The country has been developing and expanding as never before. Export trade in physical terms is about as high as in the record year 1952. It has been a year of balanced prosperity.

And yet there have been problems, most of which are familiar to hon. members, and which I have no doubt they will bring to the Government's attention, if they have not done so already.

The electric appliance industry has been experiencing some difficulty. Sales of electrical appliances have been unusually heavy for more than a year. Yet during 1953 both production and imports have been more than keeping pace with sales. As a result there are signs of an excessive accumulation of inventories in some appliance lines.

Another of the so-called soft spots is textiles. During 1953 to date economic activity in the textile industries is above the levels of the previous year even though many firms, particularly in the primary textile group, continue to operate below capacity. Retail clothing sales have been much better. At the same time imports

of both clothing and primary textiles have been increasing and inventories of finished goods particularly at retail, are higher than a year ago.

Another industry to encounter declining markets this year is the farm implements group. This situation has come about more as a result of the unusually high volume of sales in immediately preceding years than from any abnormally depressed market at the present time. As a result of bumper crops harvested in Canada and the United States in 1951 and 1952, sales of farm implements soared to record heights. While unusually good crops have again been harvested this year, equipment sales have moved in line with the moderate decline in overall farm incomes. This downward trend has been accentuated by lower shipments to other foreign markets attributable largely to exchange difficulties.

This does not exhaust the list of industries which currently face problems of finding markets but it does illustrate the type of adjustment which cannot be avoided even in conditions of general prosperity. It is important to recognize, as I said at the outset, that we are now moving away from the sellers' market which has prevailed more or less for several years. This change does not, however, mean that there will necessarily be a decline in the general volume of business and employment. It does mean that many Canadian industries will experience more intensive competition, both domestically and internationally. There is no way of avoiding the marketing problems involved in this situation so long as we wish to enjoy the broader benefits to be derived from the free international exchange of goods.

Looking to the year ahead there seems to be little indication of any serious interruption in the generally prosperous conditions now prevailing. In the United States there have been numerous predictions of a moderate decline in activity in 1954. The basis for these expectations has been explained in terms of lower defence outlays, reduced capital spending, inventory liquidation, a decline in housing, softening in the automobile market and a number of other reasons. I do not propose to examine the significance of each of these factors. It is perhaps worthwhile, however, to emphasize one point which seems to apply not only to the United States but to other economies as well, and that is, that the period through which we have been passing seems to have very few of the characteristics normally ascribed to a pre-recession boom. By and large, speculative excesses have been absent since 1951. Commodity prices have been following a steady to slightly downward trend and business sentiment, seemingly influenced by oft-stated reminders of the dangers of a post-defence let-down, has remained on the cautious side. In such circumstances, there is little tendency for businesses to become over-extended and vulnerable.

The present situation would appear to be one in which adjustments could occur in one or in several sectors without any danger of these multiplying into a general collapse....

To express my forecast for 1954 in a few words: There are going to be troubles in some industries but, as for the general level of economic activity, I predict the pessimists are going to be wrong again.

Mr. T. S. Barnett (Comox-Alberni): ... I recall that in one of the earlier sittings in this session the Prime Minister (Mr. St. Laurent), in reply to a question, said that he was aware of no widespread disfranchisement. Perhaps in a narrow, legal sense the Prime Minister is correct in that most of the people in Canada who were eligible to vote had an opportunity of getting their names on the voters' list. But what, in actual fact, did happen on August 10? I should like to give one illustration. In the city of Port Alberni there are three industrial plants of roughly equal size employing between 500 and 800 men. Normally these plants close for the summer vacation period on a staggered basis each year. It happened that one of these plants had its annual two-week shutdown period at the time the federal election took place. While most of these people were on the voters' list, I submit that they had a choice of either forfeiting their right to the ballot or forfeiting their right to their annual holidays.

I would submit, Mr. Speaker, that this is not a fair choice or a democratic choice to place before the citizens of this country. As I understand it, that situation existed in a great many parts of Canada. If it were a purely passing situation, due entirely to the timing of last summer's election, I might not be disposed to raise the matter now. So far as Comox-Alberni is concerned, however, that situation occurs every time there is a federal election because of the way in which the Election Act is drawn. Hundreds of the voters in that area have a choice between bread and the ballot, because of the nature of the constituency and the nature of the work which the people in that area do.

I am prepared to agree that the technical changes in the Election Act are properly

matters for the Chief Electoral Officer. I could not agree, nor do I think many members of this House would agree, that the principles behind our federal Election Act are not properly the concern of this Parliament. Great expense is undertaken in some instances in order to give people the right to vote under the present Act. I have been told that during the election last summer four-engine airplanes were employed to take the ballot boxes thousands of miles so that a few people could vote. I have no quarrel with that. I submit, Mr. Speaker, however, that it should not be beyond the power of reasonable men to draw that Act in such a way that loggers and fishermen may have the opportunity of voting at every election.

It seems to me that what creates this dilemma for people in such occupations is that the Act, as it is now drawn, gives priority to the matter of residence rather than to the matter of citizenship. Today we live in an age of movement, and the residence we occupy from time to time may be purely incidental to the occupation we are following....

Mr. C. E. Johnston (Bow River): ... There is an important subject ... about which I want to say something this afternoon.... I am referring to the coal industry of western Canada, not particularly of western Canada, but the whole of Canada, because the coal industry is in distress.

The other day the hon. member for Cape Breton South (Mr. Gillis) was outlining conditions in the coal industry in his constituency. He pointed out where mines were being closed and miners were losing their jobs and that the coal industry was going down.

That same condition prevails out in western Canada....

It does seem to me the subject is so important that the federal Government should take some notice of it. It is so important that each of the provinces is becoming concerned, and it is no longer a provincial matter. It has become a matter for the federal Government.

One of my reasons for taking this opportunity to say a few words about the coal industry lies in the fact that perhaps we in Alberta are more distressed by the condition than any other part of Canada—and I am not for one moment minimizing conditions outside Alberta. The fact is, however, that in Alberta we produce one-seventeenth of the world's known supply of coal. Yet our coal industry is being pushed out because of the lack of a Canadian fuel policy....

Although Alberta, as I said, produces one-seventeenth of the world's supply, in 1952 we produced in that province only 7,150,000 tons. That is only a fraction of our capacity. While the figures are not complete, it is estimated that this year we will produce only 6,260,000 tons or a decrease in production in one year amounting to 890,000 tons. We shipped 597,461 tons to central Canada, mostly to Ontario.

That is not very much for central Canada. Our coal industry is going down. What would have happened to us during the last war if we had had a depleted coal production? The answer is that we would have been in a very serious situation indeed. What will happen to us in another emergency if we have to fall back on the coal industry only to find there is no coal industry left? Obviously this is a national problem. In Canada last year our total production was only 17,360,000 tons, and it is estimated that for this year we will have an even lower production. In fact the estimate is, by those in the coal business, that it will be the smallest since 1941.

The question may be asked, and quite properly: Well, where is the coal market? The answer is that we have a very good coal market in Canada, the best part of which is found right here in Ontario and Quebec, with the greater proportion in Ontario. As I said a moment ago Canada produced last year 17,360,000 tons, but it must be pointed out that we imported from the United States 24,176,000 tons. We imported 6,816,000 tons more than we produced. Out of the total imports, Ontario brought in from the United States in 1952 an amount totalling 2,215,000 tons, while Quebec imported 1,125,000 tons.

The evidence is clear that there is a market in Canada for Canadian coal. But what has the Government done about it? While we have this market it seems to me the height of folly to allow an important industry, such as the Canadian coal industry, to become bankrupt. It is estimated that we could increase our present output by about 4 million tons per year. Alberta could increase her present production to about 10 million tons. In place of that we are now producing 7,150,000 tons....

No; the federal Government will not establish a Canadian coal policy, though they have been asked to do so for many years, and yet that is the crying need. We need a Canadian fuel policy so our people who are in that industry may make a living and so that so vital an industry may be maintained....

Mr. J. W. Noseworthy (York South): ... I want to spend most of my time, Mr.

Speaker, dealing with another subject that is mentioned in the throne speech; I refer to the reference to a proposed extension of the Emergency Gold Mining Assistance Act....

Some days ago I asked the Minister of Labour (Mr. Gregg) whether, in view of the federal Government's interest in gold mining, his Department had taken any action to assist in bringing about a settlement of that strike. As reported at page 81 of *Hansard* the Minister's reply was as follows:—

> ...the gold mining industry comes within the jurisdiction of the provincial government, and since I have had no communication from the provincial government in this connection, my department has taken no action in the matter.

The question that immediately arose in my mind when I heard that answer was this. Was the federal Government as much concerned with provincial rights in the matter of gold mines when the question of subsidizing these mines came up for consideration in 1948, and when amendments to the Emergency Gold Mining Assistance Act were brought down in later years? Did the provincial governments concerned appeal to the federal Government for assistance to the gold mines? To me it is quite evident that the provincial governments or the federal Government, or both, were much more concerned about subsidizing the profits of the mine owners than they were about assisting the miners and the communities which are affected by this strike....

I trust the Minister of Labour will clarify that point for us. When he is doing that, there are at least two other points on which I should like to have some clarification. Have any steps been taken by the federal Government to make sure that Canadian taxpayers' money is not being used to offset the cost of the strike, or a part of the cost of the strike, to the mine owners?

I say to the Government, the Government that is so careful to avoid the issue of provincial rights so far as a strike is concerned, that if they are permitting any part of the cost aid subsidy to offset the cost of a strike to the mine operators, then they are not maintaining a neutral position in this strike, a position which they profess to be maintaining. I would point out further that in the case of the Unemployment Insurance Act, it specifically states that no employee shall receive unemployment insurance while he is on strike. I submit that on the same basis no mine owner should receive federal assistance to help him cover the cost of the strike when such strike is in progress....

December 2

Mr. George H. Hees (Broadview):...In addition to the serious shortage in this country of new houses which a man with a moderate income can buy, there is a marked shortage of good housing at reasonable rentals. The building industry realizes clearly its responsibility to produce housing of this kind. Last week end I went to the outskirts of Toronto to inspect a demonstration unit put up by the Toronto Metropolitan Home Builders' Association, a group comprising more than 500 builders and sub-contractors engaged in building homes. This demonstration house was put up in order to show what the industry can do to answer the need for rental housing, on a non-subsidized basis.... It is planned to rent this house at $58 a month; and on the basis of allowing a man to spend a quarter of his income on shelter, this house could be rented easily by a man earning $55 a week. That is the man whose housing needs are by far the greatest in the country today....

In order to make this kind of plan a reality, Mr. Speaker, it will be necessary for the Central Mortgage and Housing Corporation to make available the money necessary for the purchase of land and for construction, at a rate of interest of 3¾ per cent, which is the same rate as that at which the Government makes money available to housing projects which require a subsidy. As this kind of project will require no subsidy, and will carry itself, I should think the Government would be not only willing but extremely anxious to make money available at 3¾ per cent. After all, that is the rate of interest the Government pays to people for the use of their money, and I for one cannot think of any better way in which that money could be put to use....

Mr. J. A. Byrne (Kootenay East):... among the outstanding issues at the present time is one which I feel is not economic and which should be played down by the operators rather than played up, as it is. That is the question of union security. I had a number of discussions on this matter before coming east, and I cannot understand the argument of the operators that if a union is a good union it need not force any individual to participate in the cost of carrying on that organization as a bargaining unit. The operators admit that a union is necessary. They want to deal with a bargaining unit, and not

with individual members. In spite of this they do not wish to provide in an agreement with the union the necessary security for the union to carry on these negotiations....

Rehabilitation of Disabled Persons

November 24

Mr. Jean-François Pouliot (Temiscouata): Mr. Speaker, the speech from the throne contains this paragraph:—

As further steps in helping to improve social welfare, co-ordinated plans for rehabilitation of disabled persons are being worked out with the provinces and a measure to facilitate the establishment nationwide of a federal-provincial assistance program for totally disabled persons will be submitted for your consideration.

Would the Minister of National Health and Welfare tell us what progress has been made in the discussions with the provinces with regard to the establishment of such a nationwide program?

Hon. Paul Martin (Minister of National Health and Welfare): In reply I can say that on November 10 on behalf of the Government I wrote to all the provincial premiers advising them of the intention of the federal Government to introduce in this House during the course of the present session legislation that would provide for a nationwide scheme of dominion-provincial assistance or allowances to totally disabled persons. I have to date received replies from seven provincial governments which indicate that apparently there is genuine satisfaction over the initiative of the federal Government, and also their concurrence to a conference to be held in that connection some time in January.

Hours of Work—Jericho Army Base

November 26

Mr. Angus MacInnis (Vancouver- Kingsway): Mr. Speaker, I should like to direct a question to the Minister of National Defence. Has the attention of the Minister been drawn to a news item in a Vancouver paper to the effect that civilian employees at the Jericho army base are being forced to work nine hours a day while the hours for similar civilian employment are eight hours for a five-day week? Will the Minister see that steps are taken to have the hours of work at the army base conform to those in similar employment in the Vancouver area?

Hon. Brooke Claxton (Minister of National Defence): Yes, I have seen the newspaper report to which the hon. member refers. As he and the House know, I think, the hours and conditions of work for prevailing rate employees in the Department of National Defence are fixed by the Treasury Board on the recommendation of the Department of Labour.

During the past few weeks the civilian personnel officers of the Department of National Defence have been discussing with the treasury board staff the question of introducing the five-day 40-hour week for prevailing rate employees of the Department in those areas where comparable workers in private employment work a standard five-day 40-hour week. The matter is under consideration.

Unemployment Insurance Fund

December 2

Mr. Knowles:

1. What is the total amount of money now in the unemployment insurance fund?

2. What was the total amount in the fund one year ago; two years ago; five years ago; ten years ago?

3. Has consideration been given by the Government, or by the Unemployment Insurance Commission, to increasing the rate of weekly benefits available to those insured under the fund? If so, what is the result of such consideration?

Mr. Gregg:

1. October 31, 1953, $903,095,488.39.

2. March 31, 1953, $857,315,440.81; March 31, 1952, $782,828,328.15; March 31, 1951, $674,535,033.87; March 31, 1948, $455,825,840.46; March 31, 1943, $114,011,083.08.

Figures reported are those at the close of each fiscal year when interest on securities is accrued and added.

3. When the Unemployment Insurance Act was passed in 1940, the maximum weekly benefit payable to a person with a dependent was $14.40. This was increased in 1948 to $18.30; in 1950 to $21 and in 1952 to $24. At the last session the Act was amended to permit the payment of benefit to those who become ill while entitled to benefit, but it is not yet possible to estimate the extent to which this will affect the fund. When this has been determined it will be possible to bring to a conclusion the study which is presently being made of this whole question.

Health Insurance

December 2

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, may I direct a question to the Minister of National

Health and Welfare. In view of the representation made to the Government at noon today by the Trades and Labour Congress of Canada, what action does the Government propose to take on their first request calling for legislation or at least the setting up of a parliamentary committee on the question of national health insurance?

Hon. Paul Martin (Minister of National Health and Welfare): I think I have already dealt this session with that particular question, inferentially at any rate, and certainly on other occasions I have answered the hon. gentleman on that particular question very fully. But to be particular and precise at the moment, if my hon. friend would really examine the record of the Government of Canada from the field of health and welfare he would not ask that question.

Mr. Knowles: Mr. Speaker, may I ask a supplementary question? What action does the Government propose to take at this session on health insurance?

Mr. Martin: Mr. Speaker, I note that my hon. friend is now taking my advice and is attempting to become a little more precise, and in reply to this precise secondary question I would say the Government is continuing a responsible course of improving the health standards of this country in accordance with current obligations and our constitutional relationship with the provinces of Canada.

December 3

Mr. Knowles: ... Yesterday on the orders of the day I put a certain question to the Minister of National Health and Welfare (Mr. Martin) arising out of the fact that the Trades and Labour Congress of Canada had presented its brief to the federal Government at noon yesterday. I will not say anything more about the nature of the answer the Minister of National Health and Welfare gave me yesterday. My leader said he found it difficult to understand what the minister was saying, and I think many other people were in the same boat.

But I would call to the attention of the House that the Prime Minister (Mr. St. Laurent) had something to say with respect to the same matter, namely the appeal of the Trades and Labour Congress of Canada for health insurance. The Prime Minister met a delegation from that labour body yesterday. With respect to the question of health insurance itself the Prime Minister made the usual answer we get from Liberals so often, namely that one has to consider the position of the provinces, the cost of the proposition and so on....

But the particular phase of the matter which the Prime Minister dealt with yesterday that really concerned me was this refusal to agree even to the request of the Trades and Labour Congress of Canada that a special parliamentary committee be set up at this session to go into the whole question of health insurance. The Government knows, and hon. members know, that we are fully aware of what can on occasion be the result of sending a subject to a committee. At times it may simply mean that it is shelved, but there have been occasions when the House has done exceptionally good work through the medium of committees. Veterans affairs committees of bygone sessions are particularly outstanding examples of the work private members of Parliament can do when they get together and are given a certain amount of latitude to go into a question and deal with it on its merits.

Another instance where a good job was done by private members was the committee on old age security in 1950....

The fact of the matter is that until such a committee is established many people will feel that no chance has been given to private members in the House of Commons to go into this question. I am satisfied it is an exceedingly popular issue in the country today. I am satisfied there is a great deal of support for it among Liberal members in the House. I am satisfied that if we had a committee made up of the kind of members we had on the old age security committee in 1950, a study by such a committee of the excellent material the Minister's department has prepared on the question would result in the members of that committee wanting to make a report to the House recommending health insurance...

Canadian railways employed an average of 214,143 persons during 1952, some 10,118 or 5 per cent more than in the preceding year, the Dominion Bureau of Statistics reports. Railway employees earned an average $3,126 in 1952, $64 or 2 per cent more than in 1951.

The pulp and paper industry in 1952 employed 57,803 persons.

Labour's Briefs to Cabinet

Major labour organizations submit annual memoranda to Government. Two express apprehension about Canada's economic situation, other two place most emphasis on renewed request for national health insurance

Apprehension about Canada's present economic situation was expressed by two of the country's four major labour organizations during the submission last month of annual memoranda to the Cabinet at Ottawa. Requests for the early enactment of a national health insurance plan held the foremost place in the briefs of the other two.

Memoranda containing proposals for legislative and administrative changes were presented by the Trades and Labour Congress of Canada on December 2, by the Canadian and Catholic Confederation of Labour and by the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods on December 4, and by the Canadian Congress of Labour on December 10.

The CCL saw "disquieting features" in Canada's economic climate and urged a "comprehensive public assistance plan" to prevent a worsening of the situation. The CCCL told the Government that the "dominating feeling among the workers at the present time is one of apprehension"; it called for the creation of Royal Commissions to study the textile industry and the housing problem. While they did not concentrate on it, the other two organizations called attention to the unemployment in the country.

Only the CCCL failed to renew a request for health insurance; the TLC and the railway brotherhoods placed much emphasis on this request.

The Prime Minister, the Right Hon. Louis S. St. Laurent, told all four delegations that the necessity of building-up the country's defence limited the extent of any enlargement of social security benefits, because, he believed, the Canadian people would not welcome an increase in the present scale of taxation. He promised, however, that all the submissions would receive careful consideration.

Trades and Labour Congress of Canada

Repeated demand for national health insurance plan leads off TLC's annual memorandum. Other requests: amendments to the Unemployment Insurance Act, collective bargaining rights for government employees

Health insurance was given first place in the Trades and Labour Congress' annual memorandum presented to the Cabinet on December 2. Repeating its demand for the establishment of a national plan of health insurance, the TLC asked for the appointment of a Parliamentary committee to study the subject and to hear the views of interested persons and organizations. This, stated the memorandum, is "the very least our Government should do at this session of Parliament."

Another major request concerned unemployment insurance. Inclusion of all workers under the Act "still remains our target," the brief stated.

Several amendments to the Act were recommended, among them being the payment of unemployment insurance benefits to insured persons who become unemployed as a result of falling ill on the job, and reduction of the number of waiting days from five to two.

Requests on behalf of federal Government employees made up the largest section in the brief. These concerned the right to bargain collectively, general application of the five-day week, standard work weeks and overtime pay.

Other recommendations urged adoption of a policy of planned immigration, inclusion of a Bill of Rights in the British North America Act, amendment of the Criminal Code to permit Government-operated lotteries, raising of the income tax exemptions and gradual elimination of railway level crossings.

Prime Minister Louis St. Laurent, who headed the 11 Cabinet members who received the TLC delegation, indicated that

the Government did not intend to set up a Parliamentary committee on health insurance at the current session and said that payment of benefits to workers who become unemployed because of illness would amount to sickness insurance, a type of compensation against which, at present, there is a legal obstacle. Both in his welcoming remarks and in his reply to the memorandum, however, Mr. St. Laurent promised careful and sympathetic consideration of the TLC representations.

The memorandum was read by TLC President Percy R. Bengough, who was accompanied by the five TLC Vice-presidents, the Secretary-Treasurer, members of the Executive Council and a large group of representatives of affiliated unions.

The TLC Memorandum

Many of the decisions were reached for the first time many years ago, the brief pointed out at the outset, and all were reaffirmed by the Congress at its August convention. "At that time," it stated, "there was a general election in Canada. As a result, we have a new Parliament and our Government has a new mandate from the people of Canada to proceed with a broad program of social reform and the furtherance of economic and national security."

Wider and more comprehensive measures of social security are the most immediate and continuing needs of Canadians today, the brief continued. "We cannot urge upon you too strongly the importance and necessity of action by our Government and Parliament in this field."

Health Insurance

Disappointment was expressed that the Speech from the Throne did not contain any indication of any move towards the inauguration of health insurance on a national basis.

"The very least our Government should do at this session of Parliament," it declared, "is to propose the establishment of a Parliamentary committee to study national health insurance and hear the views of interested persons and organizations."

The rapid growth in membership and popularity of private and public prepaid medical and hospital plans is in itself a significant indication, the Congress held, of the growing desire among Canadians to insure themselves and their families against such financial calamities as the sudden onslaught of sickness or accident.

All of these schemes, however, whether public or private, stated the brief, are "essentially local in character and as such are a deterrent to the free movement of labour. The worker tends to be bound to his employment by these insurance devices, whereas it is obviously in the national interest that workers may easily transfer from job to job and from one area of the country to another.

"We therefore urgently request our Government to proceed at this session of Parliament with plans for the earliest possible inauguration of a Government-subsidized, contributory national health insurance scheme covering every citizen in Canada and which will include medical, surgical, dental and optical care, hospitalization and artificial limbs where necessary, and psychiatric treatment as well as competently-supervised mental homes."

Unemployment Insurance

Noting that "further improvements" have been made in the Unemployment Insurance Act since its last meeting with the Cabinet, the Congress said it was "pleased that this legislation is being steadily amended to bring the Act more into line with current conditions". The TLC reminded the Government, however, that the Act "still fails to meet the full and legitimate needs of working people".

Inclusion of all workers under the Act "still remains our target", the brief declared.

Some further groups of workers could be brought under the provisions of the Act immediately, the Congress contended, and urged that this be done.

"Benefits paid to insured persons under the Act need substantial adjustment," the Congress stated in recommending certain amendments to the Act. It proposed that provision should be made for the payment of unemployment insurance benefit, without a means test, to insured workers who become unemployed because of illness. While the Act now provides for the payment of benefits to be continued to an unemployed and eligible person who becomes ill while receiving benefit, it does not, said the Congress, fill the need of workers who become ill on the job and are forced into idleness, with consequent loss of income.

"Since neither financial nor legal obstacles stand in the way of such an amendment to the Act," it added, "we particularly urge our Government to proceed with this important and desirable extension of the Unemployment Insurance Act at this session."

A further amendment concerned the present benefit rates for the high earnings groups, which, said the Congress, "bear no reasonable or justifiable relation" to the

earnings of large numbers of insured workers. Congress asked that adjustments be made at the present session to the benefit rate schedule by establishing additional benefit categories to bring benefits into line with current earnings levels.

Congress also requested that the number of waiting days be reduced from five to two.

Housing

"We have noted," stated the brief, "the public statement of the Prime Minister indicating the desire of our Government to broaden the sources of mortgage money for the building of new homes. We, of course, favour action which will increase the amount of money available for new home building. At the same time, however, we are particularly concerned that such additional money will be within the reach of our members.

"We would point out to our Government that two obstacles in particular stand in the way of our affiliated membership and their families obtaining new homes regardless of how much mortgage money is available. These obstacles are (1) excessive down payments, and (2) exorbitant carrying charges on the unpaid balance."

The Congress urged that the maximum down payment be reduced to ten per cent and that the repayment period be related to the purchaser's monthly income.

Government-subsidized low-rental housing was also requested.

Canada Elections Act

Because of the coincidence of election day with the opening day of the TLC annual convention, delegates were unable to exercise their franchise, the Government was reminded, and the Congress asked that the Canada Elections Act be amended to extend the right to vote at advance polls to convention delegates and full-time trade union representatives.

The Congress also recommended that the voting age be reduced to 18 years.

Criminal Code

Approval at this session of Parliament of the revisions to the Criminal Code recommended by the Special Committee of the House of Commons at the last session was strongly urged.

Amendment of the Criminal Code was requested to permit Government-operated lotteries in Canada.

Expressing itself as favouring maintaining the $50 limit on draws sponsored by organizations, at the same time the Congress requested that provincial Attorneys General be given authority to grant permits to "responsible groups such as service clubs and labour organizations to conduct draws for amounts as large as the provincial governments see fit".

The Congress also made certain recommendations regarding the provisions of the Criminal Code dealing with crime committed by perverted persons.

Expressing concern over the increasing loss of life and property damage caused by fire, the brief urged that persons who fail to comply with fire prevention laws or regulations should be held criminally responsible.

The Congress particularly wished the Government to make certain that in the revision of the Criminal Code "nothing is done which will weaken its ability to deal firmly and fairly with all those who would engage in subversive or other activities designed to undermine the security of the state".

Labour Legislation

The Industrial Relations and Disputes Investigation Act is urgently in need of amendment during the present session, the brief stated, to provide for:—

1. Extension of the Act to cover all government employees, including those on hourly rates.

2. Making check-off of union dues mandatory on the employer when properly authorized by the recognized bargaining agency.

3. Appointment by the Minister of Labour, in a dispute between more than one union and an employer, of one conciliator or conciliation board to deal with the entire matter when requested by the unions concerned.

4. Expansion of the membership of the Canada Labour Relations Board to include alternates.

The brief also requested the enactment of legislation granting to employees within federal jurisdiction a minimum of two weeks' vacation with pay and a minimum of nine statutory holidays in each year.

Fair Wages Act—"The time is ripe," the brief stated, for the enactment of a new Fair Wages and Conditions of Work Act which would be a consolidation of the present Fair Wages Act and Order in Council P.C. 5547 with certain important amendments."

The new legislation, it recommended, should contain the following provisions:—

1. Discrimination in hiring or employment on grounds of race, national origin, colour or religion to be a material breach of contract, as provided in P.C. 5547.

2. Wages and working conditions on projects under government contract away

from labour supply centres to be established at levels no less favourable than those obtaining in the nearest organized labour supply centres.

3. Where government contracts are let to a firm for the production and delivery of goods in a "single industry centre", the rates and conditions to be no less favourable than those obtaining in other plants in the province producing similar products, and in which rates of pay and working conditions are governed by collective agreements signed and administered under the provisions of the Industrial Relations and Disputes Investigation Act or the labour relations legislation of the appropriate province.

Immigration

Urging the adoption of a policy of "planned" immigration, the TLC said:—

> We sincerely believe that this could be done much better through the Department of Labour since it has close and constant contact with employment possibilities throughout Canada and that closer co-operation should be sought with management and labour through an immigration commission having equal representation from labour, management and government.

While the over-all demand for immigration to meet Canada's manpower needs is not present, stated the brief, "we would not be measuring up to our national and labour responsibilities if we did not recognize the need for a human approach to this problem."

The Congress was pleased to see that its suggestion of restricted immigration during the winter and off-season months is being carried forward.

Taxation

Again requesting adjustments in income tax exemptions, the TLC asked that they be raised to $3,000 in the case of married persons, $1.500 for single persons and $400 for each child.

It also requested that costs of acquiring and maintaining workers' tools and clothing, as well as out-of-town travelling and living expenses of workers in the building and construction trades, be deductible from taxable income.

Some consideration should also be given to the high cost of drugs and medicines, the Congress thought.

Objection to all forms of sales tax was again recorded.

Combines Investigation Act

The Congress expressed approval of the recent changes in the Combines Investigation Act and urged the Government to make "the greatest possible use" of the legislation.

Maintenance of a continuous high level of investigation and activity by the Combines Branch will, it said, "tend to discourage the making of such arrangements in the future and at the same time ferret out those now in effect".

The Congress requested also that the penalties for restrictive practices be made sufficiently severe "as to make such practices, which serve no purpose other than to fleece the public, wholly unprofitable".

Unemployment

Seasonal unemployment continues to be a major problem, the brief concluded. "This, added to the current underemployment, makes it very desirable that a substantial public works program be readied and projects inaugurated with the least possible delay in appropriate areas."

Since the presentation was drafted, Mr. Bengough interpolated, there have been quit a few serious changes in the unemployment situation in Canada, and there are more unemployed at this time of year than there have ever been in the past. In particular, he called attention to the "really heavy lay-offs" in the railways, which, he feared, will run to three or four thousand in the next month or so. There are thousands, he added, being laid off in aircraft plants, in the textile industry and in the ladies' garment industry "which those in the business blame on the dumping of dress goods, mainly from the United States".

Other Recommendations

Also included in the brief were the following requests:—

Old Age Security and Assistance—Increases in monthly payments to $65 and lowering of the age limits to 65 for men and 60 for women.

Mothers' and Widows' Allowances—Increased benefits.

Government Annuities—The present maximum of $1,200 to be at least doubled.

Deep Sea Fishing—Appointment of a Royal Commission to inquire into the industry.

Territorial Waters—A re-definition of Canada's territorial waters.

Bill of Rights—Enactment of legislation to be incorporated in the British North America Act.

Restrictive Covenants—Outlaw of restrictive covenants in land and property contracts on grounds of race, national origin, colour or creed.

Federal Aid for Education—on the primary and secondary levels.

Level Crossings—Their progressive removal.

Canadian Broadcasting Corporation—Sufficient funds to be available at all times to provide free time and public service broadcasts; greater use of Canadian talent.

Federal Government Employees—The right to bargain collectively and general application of the five-day week.

In conclusion, the Congress was pleased to note that the Government is continuing to promote the welfare of disabled and older workers and the training of apprentices, and recorded its appreciation of the courtesy and co-operation received from Government and Department officials during the year.

The memorandum was signed by President Percy R. Bengough, Vice-presidents J. A. Whitebone, Claude Jodoin, William Jenoves, Carl E. Berg and R. K. Gervin, and General Secretary-Treasurer Gordon G. Cushing.

Prime Minister's Reply

Thanking the TLC for its expression of appreciation of the reception accorded its officers by government officials during the year, Mr. St. Laurent assured the delegates of his Government's desire that they should receive at all times the appropriate courtesy and co-operation. Although, he said, the Government cannot always agree with all the recommendations made, he appreciated that they are made by a very large sector of the Canadian public—"to whom we are responsible"—and that they are made in the honest belief that they will be helpful in maintaining and promoting the healthy economic activity of the country.

In delivering his Government's reply, the Prime Minister dealt first with the TLC recommendation concerning combines investigations. Referring to the "recent revelations brought about by the activities of the Combines Investigation Branch," he stated he was glad to have the Congress recommendation that this activity should be maintained. That is the policy the Government is pursuing, he said, and he was glad to have it endorsed.

Health Insurance

In regard to health insurance, the Prime Minister said he could not add to the statement he made in a broadcast during the election campaign:—

> The Liberal Party is committed to support a policy of contributory health insurance to be administered by the provinces. But, under our federal system, to get health insurance started the people and the Government of the various provinces have to take the initiative in working out plans adapted to local conditions.
>
> We are ready to assist in a sensible and practical nation-wide scheme; but that depends on satisfactory agreements with the provincial Governments.
>
> I am more convinced than ever that this is a field which should, as far as practicable, be left to provincial administration. Conditions differ vastly from one province to another, and services which are suitable for one region are quite unsuitable to another. We now have had a great deal of experience with health schemes of all kinds in this country, including full-fledged hospital insurance in two of our provinces.
>
> But I do not think it would be fair to the taxpayers of Canada in all the provinces to make federal contributions to provincial schemes in only one or two provinces. Federal contributions should be regarded as a supplement and an evener-out, when most of the provinces are prepared to undertake satisfactory schemes.
>
> And it is Liberal policy to go on improving federal health grants which have done so much to place all the provinces in a better position to discharge their primary responsibility in this important field.

This is something that has to be done by the people of Canada, Mr. St. Laurent added. He had suggested when Congress officials first appeared before him, he reminded the delegation, that they could help in doing the educational work required.

At that time, said Mr. St. Laurent, the question as to whether or not hospital facilities were adequate was discussed. These health plans have had something to do with the development and improvement of the hospital situation throughout the country. More than 5,500 beds have been added; this is still proceeding. Other services have been encouraged and made available as a result of the federal health grants.

"We all agree, not perhaps with the views of your organization as to the timing and methods of reaching the goal, that it is a common goal, and it is something about which we are prepared to give our best consideration."

The Prime Minister said he would be "just a bit fearful" of setting up a Parliamentary committee at this session of Parliament. It might be taken by the public generally as a commitment to do something right away and he did not like to make promises that are not going to be carried out in the reasonable future.

Unemployment Insurance

Unemployment insurance is constantly being improved, said the Prime Minister. The Unemployment Insurance Commission and the Department of Labour, he understood, are in close touch with Congress officials.

"You suggest that it should also become sickness insurance," he said.

"We do not suggest that," Mr. Bengough interposed.

That is what it amounts to, replied the Prime Minister. Not all would agree with your statement that there is no legal impediment. When discussing with the Department of Justice the amendment to make provision for continuing the indemnity to a person who becomes ill while drawing unemployment insurance benefit, the Department was "very cautious and warned us that we must be careful we did not go beyond unemployment insurance".

There might be other considerations than the legal obstacle to overcome, the Prime Minister added, and assured the delegation that the problems, "about which we have no hostility", are being studied and will be discussed.

Old Age Security

"I would not be at all opposed, personally, to seeing the cheque that I get read $65 instead of $40," the Prime Minister said. It is not, however, the Government which provides old age security, he pointed out, but the taxpayers of Canada.

Your members have given us wholehearted support in what we have done as our share of the joint effort of the treaty nations to prevent aggression, and I think you still feel it is the right thing to do. While we are doing that, there are other things that we would like to do and we just cannot ask the taxpayers of Canada to pay for all of them. That, in a nutshell, is the answer as to why a lot of these other things are not being done more rapidly than they are being done. We want them done just as rapidly as circumstances make it possible.

Housing

As far as housing is concerned, said the Prime Minister, I think you will find that when the legislation is introduced—it may not be looked upon by you as 100 per cent perfect—serious consideration is being given all matters mentioned in the brief.

Criminal Code

"There probably will be consideration given to your representations with respect to the Criminal Code," the Congress was told, but "the matter of legalized lotteries is one about which there is no unanimity in the Canadian public."

The Criminal Code is not Government legislation, the Prime Minister said, but is a matter that is put before Parliament. He went on:—

Every member of Parliament is asked to take, according to his own feelings, the attitude that he thinks is proper with respect to the definition of those things that are to be regarded as criminal. We do not attempt to exercise any pressure... We want each one to use his best judgment to make for Canadians the best possible consolidation of this Criminal Code.

I have no doubt that your members throughout the country have, and will, discuss this with their Member of Parliament. There will be no whip used by our party, and I am sure there won't be a whip used by any other party. I think everyone applauded the statement made in this House of Commons that this was something about which everyone had to make up his own mind and take his responsibility. It is a moral responsibility to the people of Canada.

Labour Legislation

The matter of applying the federal Act to labour throughout Canada is a perennial, Mr. St. Laurent observed. "It is something that has been before the public, and about which I do not think we have reached the point where we would get all the provinces to agree to the constitutional amendment to allow us to do it. It is desirable, I think, to maintain as good relations as possible with the provincial administration and not suggest to them that we are using the big stick."

Immigration

Replying to the suggestion that immigration be placed under the Department of Labour, the Prime Minister stated there is the closest possible co-operation between the Department of Citizenship and Immigration and the Department of Labour.

Bill of Rights

Mr. St. Laurent thought the Congress would agree that without a Bill of Rights Canada is in a rather healthy condition. There are other places, he said, where they have Bills of Rights and have not the same practical respect for rights that people in this country are fortunate enough to enjoy.

With respect to restrictive covenants, that is a matter of property and civil rights and comes under provincial jurisdiction, said the Prime Minister.

Federal Aid to Education

"You know what has happened in the province of Quebec," said Mr. St. Laurent. "We certainly do not want to exercise any control whatever over this field of education which, according to the constitution, is a provincial field. We do not think that by offering a sum of money to try to equalize conditions throughout the country, without any strings attached, is prejudicing the absolute jurisdiction or control of the provinces over those institutions. Some think otherwise. They think otherwise to the extent that they say in one province, 'we will not take your money'".

Federal Government Employees

"Collective bargaining and the Civil Service Commission do not go together," the Prime Minister said. He continued:—

I am not asking you not to continue urging it, but at the present time I think there is a majority of the Canadian people who would be incensed if the Civil Service Commission were done away with. That is one of the instruments of the Canadian taxpayer. The Government merely represents the body of Canadian public opinion, and at the present time Parliament has given jurisdiction over this matter to the Civil Service Commission. Originally, the idea of collective bargaining did not appeal to very many, anyway. It has grown and developed. It may be that the day will come when the public will feel that, even for civil servants and the public, collective bargaining would be a system to be preferred to the system of control by a Civil Service Commission responsible to Parliament and not responsible to the Government. I do not think that day has arrived yet. I think you will agree that we do try to discuss all these matters with the representatives of the collective bodies, and that we do try to maintain the position of a good employer.

Reply to Other Requests

Canada Elections Act—The Congress was told that a committee will probably be set up to study this matter.

Level Crossings—This situation has been under investigation by the Board of Transport Commissioners.

Canadian Broadcasting Corporation—The Prime Minister was pleased to note that the Congress took the same attitude as does the Government, "that there should be a development of the national interest in radio broadcasting and television".

Territorial Waters—This, the Prime Minister said, is not a domestic affair but has international implications.

Cabinet Members Present

The Congress delegation was received by the Prime Minister, the Rt. Hon. Louis St. Laurent, and the following Cabinet Ministers: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Minister of National Health and Welfare; Hon. Douglas Abbott, Minister of Finance; Hon. James J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. S. S. Garson, Minister of Justice; Hon. R. H. Winters, Minister of Public Works; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. John W. Pickersgill, Secretary of State; and Hon. Jean Lesage, Minister of Resources and Development.

Canadian Congress of Labour

"Disquieting features" seen in Canada's economic situation; "comprehensive public assistance plan" called for. Memorandum also requests enlarged social security benefits; Government holds out little hope

The Canadian Congress of Labour, in its annual legislative submission to the Government December 10, told the Cabinet that there were "disquieting features" in Canada's present economic situation and called for the development of a "comprehensive public assistance plan" to prevent the soft spots from growing into something worse.

The CCL also requested that something be done about health insurance.

In its lengthy brief the Congress made recommendations and requests concerning foreign policy, aid to under-developed countries, housing, taxation, unemployment insurance, pensions, industrial councils, the check-off, a national labour code, the revision of the Criminal Code, immigration and federal election procedures, among others.

Delivering his Government's reply, Prime Minister Louis St. Laurent indicated that current expenditures on defence are keeping the tax level as high as Canadians want it; he held out little hope for increased social security benefits.

The CCL delegation was headed by President A. R. Mosher. The Congress brief was read by Secretary-Treasurer Donald MacDonald.

The Prime Minister was accompanied by nine Cabinet Ministers for the hearing of the memorandum.

The Congress Memorandum

A request that the Government encourage consultation on international issues with representative Canadian organizations headed the lengthy list of submissions in the CCL memorandum.

"We do not believe that the formulation of Canadian foreign policy should be the sole preserve of the Department of External Affairs," the Congress stated. "The citizens of Canada have too great a stake in foreign affairs to leave all interest and responsibility in the field to a government department."

The Government was urged to consider the establishment of a committee made up of representative Canadian organizations that would act in an advisory capacity to the Canadian delegation to the United Nations.

The Congress also expressed the hope that consultation machinery would be set up in connection with the Colombo Plan.

Foreign Policy

The CCL brief then dealt with foreign policy, Canadian representation at the International Labour Conference and aid to economically-under-developed countries.

On foreign policy the Congress said that it was "well aware" that present world tension results largely from the aggressive policies of Communism, "firmly rejected" appeasement and "strongly supported" the free world's defence efforts. However, the Government was urged to explore every opportunity for negotiation in order to ease world tensions.

Recognition of the *de facto* Government of China and its admission to the United Nations on the successful conclusion of the Korean peace conference was also urged.

The Congress expressed disappointment over the stand of the Canadian delegation to the UN on the Tunisian and Moroccan questions.

On Canadian representation at the International Labour Conference, the CCL reiterated its objections to the way workers' delegates and advisers have been appointed.

The brief urged the Government to "view sympathetically" increased allocations to the International Labour Organization requested by the ILO Director-General.

On aid to under-developed countries, the CCL "noted with grave concern" the refusal of Canada's delegation to the UN to support the immediate establishment of a United Nations International Development Fund. Such action, the brief declared, "dashed the hopes of millions".

While gratified that Canada has increased its 1954 contribution to the UN Technical Assistance Program, the Congress called for an even larger Canadian share because of the "disappointing attitude of the United States Government with regard to budget allocations" for the program. "In view of the fact that Canadians are paying only 11 cents per person towards the upkeep of the program, a greater Canadian effort would not be out of place," the brief stated.

Canada's contribution to the Colombo Plan is inadequate, the Congress feels. Entrance of a number of new Asian nations to the Plan, it pointed out, means that the contribution must be shared by a larger number of participants.

The Congress again urged the Government to consider the suggestion it made in a brief to the Senate Trade Relations Committee that a consultative committee with a representative membership consider the economic questions arising from the North Atlantic Treaty.

The Economic Situation

The present economic situation has some "disquieting features"—the CCL brief labelled them "danger signals"—which the Congress hopes the Government is giving careful attention to. Energetic measures should be taken to relieve distress and head off any recession, said the brief.

The Congress quoted recent statistics on labour income, employment, payrolls and unemployment insurance applications in support of its statement. It then singled out some "soft spots" in the national economy.

Farmers, it said, are caught in a "scissors crisis," receiving 19 per cent less for the products they sell but paying only one per cent less for the things they buy. A bad condition exists in the agricultural implement industry and will worsen if a farm crisis develops, and the motor car industry has been hard hit.

The CCL recommended, concerning the farmers' problem, that the Government devise means "through an International Currency Stabilization Fund or otherwise, whereby sterling could be accepted in payment for exports of Canada's wheat surplus" and, concerning other soft spots, that it develop a "comprehensive public assistance plan . . . and promote new industries in, or transfer workers from, depressed areas".

Industrial Councils

Establishment of industrial councils would promote greater productivity and efficiency, the Congress believes. It suggested such councils particularly in industries of national scope and importance, such as the automobile, steel, textile and mining industries. The farm implement industry should be given special consideration, the brief emphasized.

The Government was urged to establish industrial councils composed of representa-

tives of management, labour, government and consumers and, in the case of the farm implement industry, of agriculture.

To consider possible solutions to the problems facing the textile industry, the Congress urged in another part of its submission, the Government should call, "with the least possible delay," a conference of labour, government and industry. Such a step had been requested several times in the past, the CCL reminded the Cabinet.

The Congress said it wished to associate itself with the representations made to a number of Cabinet Ministers November 17 by a delegation from the Textile Workers' Union of America (CIO-CCL) (L.G., Dec. 1953, p. 1734).

Unemployment in the coal-mining industry is also causing the CCL "deep concern". The Government should make, the brief asserted, a further inquiry into the industry and there should be a policy under which Canadian coal-miners may enjoy full-time employment at adequate wage-levels, a policy designed to utilize more Canadian coal in domestic consumption and to make Canada less dependent on the United States coal industry and the "vagaries" of its national economy.

Health Insurance

The case for health insurance is even stronger now than it was when the CCL presented its previous brief last March (L.G., April 1953, p. 536), the memorandum said. In the intervening nine months, the sickness survey has provided fresh statistical evidence of the need and of the relatively small net cost, the Congress asserted. It would be "nice," it said, if the Government promised to do something "or even set up a Parliamentary committee to consider doing something" about health insurance.

Housing

"The Congress cannot be too emphatic in urging that immediate steps be taken to remedy the deplorable housing situation.... We are just about keeping pace with net new family formation and the Congress feels that this is not good enough," the CCL said in its brief.

While "welcome information," the announcement in the Speech from the Throne of measures to increase the supply of mortgage money (L.G., Dec. 1953, p. 1741) "does not get to the root of the problem," the memorandum stated. "Helping people with moderate incomes is no doubt desirable; but helping people with low incomes is even more desirable and much more urgent."

According to the CCL, the most urgent need is for low-rental housing and this means subsidized public housing. While the Government has provided for this in Section 35 of the National Housing Act, it has done little to promote it in the local communities, which have to take the initiative in bringing it into operation, the CCL charged.

National Labour Code

Steps to provide a national labour code were strongly urged by the CCL.

"We believe," it said in its brief, "that Canadian legislation generally should reflect the development of Canadian industry and that the practice of leaving labour relations in the hands of the provinces is clearly outmoded,"

The Congress pointed to the variation existing in the terms, interpretation and enforcement of provincial labour legislation. One of the most serious aspects of this matter in the CCL's opinion is the long delays in conciliation. Because such delays create "a great deal" of industrial unrest, the matter warrants immediate attention by the federal Government, the Congress declared.

A national labour code is of special significance to unions in industries having plants in several provinces, it was stated in the memorandum.

Pending the establishment of a national labour code, the Congress recommended that the Canada Labour Relations Act be amended, "by including a section requiring employers to supply to unions after they have been certified by the Canada Labour Relations Board full payroll data, including the date of employment, salary, amount of merit increases and job-titles of all employees covered by the certification."

The CCL urged the Government to take whatever steps are necessary to amend the British North America Act to give the Canadian Government jurisdiction over all matters of common interest to the Canadian people and of national importance and character. When this has been done, the memorandum continued, a National Minimum Wage Act providing for an adequate minimum wage throughout Canada and a National Hours of Work Act providing for a 40-hour work-week with penalty rates for overtime work should be enacted.

Unemployment Insurance

The Unemployment Insurance Act, while a "major piece of social security legislation," fails to provide "the degree of

protection which workers might reasonably expect," the CCL charged. "The Act requires not only changes in detail but a fresh evaluation in the light of the experience of the past 12 years."

The Congress listed in its memorandum nine recommended amendments to the Act: (1) two new insurance classes in place of the present top class, and increased benefit rates; (2) elimination of waiting and non-compensable days; (3) an increase in the maximum amount of supplementary earnings permitted; (4) recognition of the time spent in a work-stoppage in connection with extension of the two-year period under Section 28; (5) rescindment of the section and regulation affecting married women; (6) improvement in amount and extent of supplementary benefits, the funds for their payment to come from the consolidated revenue fund instead of from the unemployment insurance fund; (7) easing of restrictions on entitlement to benefit; (8) rescindment of the regulations pertaining to the four-day week in what is normally a five-day plant; and (9) extension of coverage to persons now excepted.

Like the Trades and Labour Congress in its brief (*see* above), the CCL asked for payment of unemployment insurance benefits to workers who become unemployed because of illness.

Repeating its contention that the unemployment insurance fund is over-funded, the Congress suggested a review of the contribution-benefit formula in the Act and of the assumptions regarding "normal" unemployment. Any reduction in the rates of contribution as a solution to over-funding is opposed by the CCL.

Two further proposals were made in the brief: that reciprocal arrangements be made with countries from which Canada receives immigrants whereby unemployment insurance credits might be transferred to the country of immigration; and that provision be made for some degree of entitlement to released inmates of prisons so that their rehabilitation and their search for "honest" employment would be assisted.

Revision of the Criminal Code

"The Canadian Congress of Labour feels most strongly that industrial relations should not be regulated through the Criminal Code; relationships between employers and employees should be regulated in accordance with the provisions of the Industrial Relations and Disputes Investigation Act. Any other course would lead to abuse," warned the CCL in its memorandum.

The Congress said the submissions it had made at the last session of Parliament regarding changes it felt should be made in the proposed revisions to the Criminal Code merit "most careful" consideration by the Government and expressed the hope that its representations would be reflected in the legislation finally adopted in Parliament.

Fair Employment Practices

Enactment of the Canada Fair Employment Practices Act was a progressive step, the CCL believes. However, it feels the Act is insufficiently known and inadequately understood, "largely because it fails to provide for an educational program".

The Congress urged an amendment to the Act to provide the "means and machinery" for a program of public information and education.

Taxation

The CCL brief contained four recommended changes in Canada's taxation policy. They were: removal of the $60 limitation on the two-per-cent tax for the Old Age Security Fund, "drastic" reduction of the sales tax and abolition of the sales and excise taxes on all necessities, tax-exemption of all medical expenses, and increase of the basic exemption to $1,500 for single persons and $3,000 for married persons.

Also recommended was tax relief for workers required to spend "a large portion of their income" on travelling to and from their jobs and on maintaining themselves while away from home and to buy and replace the tools of their trade.

The Congress repeated its request that employers be required to include on the T-4 form the amount of union dues deducted under a check-off plan.

Government Employees

The CCL urged the Government to recognize and bargain collectively with unions of its employees.

It also urged extension to all *bona fide* labour organizations having members in any branch of the government service the check-off procedure now followed for membership fees of civil service associations.

For prevailing-rate employees the Congress urged: the 40-hour work-week with overtime rates after 40 hours, furlough leave, deduction of union dues, and negotiation of wages.

Also urged was the rescindment of the Order in Council excluding employees of Canadian Arsenals Limited from the provisions of the Industrial Relations and Disputes Investigation Act.

Government Contracts for Clothing

Government contracts for clothing are still being given to firms quoting the lowest prices, the CCL asserted, without regard to the wage rates and working conditions established by agreement with organized workers in the industry. The establishment of sweat-shops is thus being encouraged, it charged.

Canadian Shipyards

Regarding Canadian shipyards the Congress recommended: fair-wage schedules on all government work pertaining to new ship construction and ship repair, immediate replacement of obsolete government service vessels and construction of additional tonnage, a planned ship-replacement program in the government service fleet, aid in promoting ship-building orders for domestic and foreign interests, and the building of all Canadian naval vessels in Canadian yards, so far as possible.

Federal Elections

The CCL urged the extension of advance poll provisions to permit any person on the voters' list to vote if he is to be away from home on election day or the provision of a form of absence voting in federal elections.

It also urged the printing of candidates' party affiliation on the ballot and the enactment of legislation to protect the leave of absence, pension and other rights of candidates elected as Members of Parliament.

Check-off of Union Dues

Because Parliamentary committees on two occasions have recommended passage of legislation providing for the voluntary check-off of union dues, the CCL said, it places "a very definite responsibility on the Government to bring down such legislation without further delay".

The lack of mention in the Speech from the Throne of the Government's intention to enact such a law was "noted with surprise," the Congress said. "We would formally request a statement of the Government's intention to introduce this legislation at the present time."

Additional Recommendations

In its memorandum the CCL also recommended:—

Extension of the labour attaché service to Great Britain, Japan and continental Europe.

Provision in the Emergency Gold Mining Assistance Act, due for review soon, measures that would ensure the use of government subsidies "for the purposes originally intended"; mining companies should not receive assistance for costs incurred during a strike.

Establishment of a permanent immigration advisory committee on which would be represented labour, management, farmers, social welfare organizations and other interested bodies.

Provision of labour representation on the Dominion Coal Board.

Establishment of an industrial pension plan that would provide universal coverage for all workers, a fund of employee-employer contributions administered by the Government through an industrial pension commission and the accrual of pension credits to employees during their working life regardless of the number of their employers.

Payment of old age pensions at the rate of $65 monthly without a means test at age 65 for men and 60 for women.

Adoption of a Bill of Rights.

Observance of Dominion Day on the Monday nearest to July 1.

Nomination of a labour representative on the board dealing with the St. Lawrence Seaway Project.

Building of trans-Canada oil and gas pipelines.

Calling of a meeting of representatives of provincial governments with a view to setting up a uniform Apprenticeship Act for industrial trades.

Women's Bureau

The Congress commended the Government for its decision to establish a Women's Bureau in the Department of Labour. "Far more information is required than has hitherto been available on the conditions of work, earnings, marital status and changes in occupational trends of working women," the memorandum said.

Prime Minister's Reply

Prime Minister St. Laurent, who gave his Government's reply to the CCL delegation, said that the necessity to build up Canada's strength to deter aggression limits the granting of increased social services. The Canadian people, he was convinced, do not want an increase in the scale of taxation at this time.

"The heavy burdens that are being carried by the people of Canada must continue to be carried," he said, "until there is some easing in the tensions that now exist in the world.... We will continue to implement what we think is the desire of the Canadian people that Canada

do its share to deter aggression and to prevent the outbreak of another calamitous war."

Mr. St. Laurent likened the need for a defence build-up as one milepost. The other milepost, he continued, is the desirability of further services provided by the Government.

Additional services, he explained, would involve the expenditure of further sums, which would have to be raised by taxation. "My own conviction," he said, "is that the general feeling of the Canadian public is that the level of taxation in Canada is just about as high as it can properly be maintained."

A great many very desirable things could be done if it were not for these two mileposts, the Prime Minister said. "Last month," he told the delegation, "I found that more than 40 per cent of all that is raised by taxes and taken out of the production of the Canadian people is devoted to the building-up of our defences against aggression.

"I do not believe," he went on, "that your Congress, any more than the other delegations that have been before us, would recommend that in these days it would be proper for the Canadian Government to base its policies on the incurring of deficits to be carried by succeeding generations, thus mortgaging the future of the Canadian nation. We feel that at this time people wish governments to carry on and pay as they go."

Old Age Pensions

The CCL recommendation that the $60 limit on any taxpayer's contribution to the old age security fund should be lifted would make it no longer a contribution but just an added tax, the Prime Minister said.

"The system we envisage," he explained, "is that there should be a contribution; that the limit on that contribution should be $60; and that if, as has happened in the past, there should be deficits in that fund, they would be provided out of the general taxes raised in other ways."

Unemployment Insurance

Mr. St. Laurent described as "sickness insurance" the extension of unemployment insurance benefits to those who become jobless because of illness, as the CCL requested. He then explained that even when the Government made provision for the continuation of benefits to an entitled employee if he became ill while he was out of a job, "the law officers were rather concerned" about its right to do so.

He recounted how an amendment to the constitution was necessary before the federal Government was able to deal with unemployment insurance, how many believe unemployment insurance is an indemnity in the situation that results from the fact that a man available for work cannot find a job available to him, and how a man receiving unemployment insurance because of that situation would not lose his right to unemployment insurance until a job becomes available.

"It was the absence of the job that justified the indemnity," he declared. "I fear that one would have to go farther than this constitutional amendment of ours if we were to set up a scheme to give sickness insurance."

Mr. Mosher's Remarks

After the Prime Minister had finished speaking, CCL President Mosher added emphasis to the Congress recommendation for improvements in conciliation procedure and cast doubt on the validity of the argument that lack of money prevents the Government from granting some of his organization's requests.

On conciliation, he said there was a great deal of trouble throughout the country, particularly under provincial legislation. "I know it is not the federal Government who can change provincial legislation," he continued, "but I am sure you will agree that the provinces very generally follow the pattern of the national code. Therefore improvements in the federal legislation, I am sure, would have the desired effect on provincial legislation."

Mr. Mosher then enumerated the stages of the conciliation procedure at which delays occur. "We have many instances where months and even years go by between the time the dispute begins and the time we are able to get a settlement or clear ourselves so that we have the right to withdraw our labour," he concluded. "We hope something might be done at an early date to improve that situation."

The CCL President declared that his organization received "the same story" when approaching employers for improvements in wages and working conditions and when asking the Government for improvements in social legislation. "Where is the money going to come from?"

Mr. Mosher couldn't accept that argument. "It makes one wonder sometimes," he said, "whether it is money that moves the world, whether it is possible for human beings to improve their position or

whether money is the master and we the slaves. Many of us believe that what is physically possible is financially possible if we put our minds to improving conditions that we feel should be improved."

He suggested that a restoration of excess profits taxes and an increase in corporation taxes, along with Canada's expanding economy, might make possible additional social security measures (*see* box).

Cabinet Members Present

When he received the CCL delegation Prime Minister St. Laurent was accompanied by Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Minister of National Health and Welfare; Hon. Douglas Abbott, Minister of Finance; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice; Hon. R. H. Winters, Minister of Public Works; Hon. George Prudham, Minister of Mines and Technical Surveys; Hon. R. O. Campney, Associate Minister of National Defence; and Hon. Jean Lesage, Minister of Resources and Development.

Prime Minister St. Laurent: We have had many representations from delegations much along the lines of yours as to the desirability of there being further services provided by the Government which would involve the expenditure of further sums to be raised by taxation; but we have yet to find any delegation making representations that the general level of taxation should be increased.

CCL President Mosher: We have persistently recommended to the Government an increase in taxes—particularly excess profits and corporation taxes.

Canadian and Catholic Confederation of Labour

Because "dominating feeling among workers is one of apprehension over present economic condition," CCCL seeks Royal Commissions to study textile industry and housing, recommends stimulation of foreign trade

The Canadian and Catholic Confederation of Labour, stating in its annual memorandum to the federal Cabinet on December 4 that the dominating feeling among the workers at the present time is one of apprehension for the immediate future about prevailing economic conditions in Canada, asked for the creation of a Royal Commission to clarify the situation in the textile industry and another Commission to study the housing problem.

On behalf of more than 100,000 workers, the CCCL requested the Government "to take the necessary steps to ward off any threat of a serious crisis in our economy".

The CCCL brief, drawn up in both languages, was read in French by Jean Marchand, General Secretary of this labour organization. Gérard Picard, General President, and a number of other representatives commented on the brief and gave more detailed particulars.

The delegation, consisting of some one hundred representatives, was received by the Right Hon. Louis S. St. Laurent, Prime Minister of Canada, and eight members of the federal Cabinet, including the Hon. Milton F. Gregg, Minister of Labour.

Among other things, the brief asked the Government to stimulate trade with other nations and to give vigorous impetus to the assistance given to under-developed countries. In this connection, the CCCL suggested that the labour unions be represented on governmental commissions set up to negotiate trade agreements.

The CCCL also asked for higher income tax exemptions, increased unemployment insurance benefits and more generous old age pensions; it suggested encouraging the construction of a deep-sea merchant fleet, making an effort to have the resources of our soil and our sub-soil processed in Canada and establishing diplomatic relations with the Vatican.

The CCCL Memorandum

At the very beginning of its brief, the CCCL expressed its feeling of apprehension with regard to the economic conditions prevailing in Canada. While refusing to take the stand of alarmists, the CCCL nevertheless wished to call the Government's attention to the need for taking steps to avert any threat of a serious crisis in the Canadian economy.

The brief emphasizes that the Canadian economy is subject to instability because "Canada, in order to maintain and increase its prosperity and to provide work for its people, must rely in a large measure on the export trade.

"When the markets are closed, when the excess goods it has available are no longer in demand, when tariff barriers go up," the brief specified, "the almost immediate result is a costly economic regression".

Foreign Trade

According to the brief, the CCCL recognizes that international trade implies an exchange, as well balanced as possible, of products and services between the various countries of the world. "If Canada wishes to export," the brief points out, "it must be in a position to import. International trade agreements must be drawn up in such a way that they will favour and stimulate exchange."

The brief therefore suggested to the Government that Canada should do all in its power to find new markets for its products, while accepting in return the products of other nations.

The CCCL stated that "the meritorious efforts" made by the Government to vary Canada's export trade "have not had all the success which was expected".

It finds "serious disadvantages" in the fact that more than two-thirds of Canada's foreign trade is now being carried on with the United States, "whose economy is greatly similar to our own".

"The United States," the brief stated, "is inclined to set up tariff barriers as soon as some of our export products are likely to compete with their own production or cause an accumulation of their stocks."

The CCCL then expressed the hope that the Joint Commission formed by the two governments to study this question will find a remedy for the present situation.

According to the CCCL, two roads are open to Canada: to stimulate commercial exchange with other nations by accepting their imports in order to ensure a relative balance in trade and to give vigorous impulse to the assistance given to under-developed countries.

The brief stated once more that the CCCL is in favour of carrying out a vast program of economic and technical assistance to under-developed countries, seeing therein an excellent means of creating conditions in those countries that will enable them to intensify their trade with us.

"Experience has shown," the brief said, "that commercial co-operation between the countries of the world will be difficult as long as there is too wide a difference in living standards between rich nations and poor nations."

However, the brief recognizes the fact that maintaining balance between exports and imports brings up a complex problem here in Canada.

"It is still necessary," the CCCL stated, "to protect the present living standard of our people and to prevent our workers from being thrown into unemployment as the result of competition from foreign production sold at minimum prices on our markets while the living conditions of labour in exporting countries are sometimes far below ours."

The CCCL considers that the Government is under a strict obligation to protect the Canadian people against competition which would be disastrous and likely to cause a social and economic set-back.

The CCCL then asked the Government to use discretion in entering into trade agreements and suggested that labour organizations should be represented on governmental commissions set up to negotiate such agreements.

The Textile Crisis

After general remarks concerning trade and the instability of certain sectors of Canada's economic activity, the brief pointed out that there is "now a very serious crisis in the textile industry" and repeated its request for the setting up of a Royal Commission to clarify the situation.

"For months," the brief stated, "the workers in this industry have been working for the most part only half the time, and in many plants the last few weeks have brought mass lay-offs."

At this point René Gosselin, President of the National Catholic Textile Federation, reminded those present that he had already sent a telegram to the Prime Minister asking for the setting up of a Royal Commission.

"Our request for a Royal Commission," he said, "seems to present one of the best solutions, because this would enable the Government to set up a commission to examine the question thoroughly, and it could then make positive recommendations to the Government with a view to getting the textile industry back on its feet again."

Mr. Gosselin reproached the Government for allowing the establishment of certain large factories, under the pretext of free enterprise, when it should have been thinking of the common good of the textile industry in particular.

Gérard Picard, General President of the CCCL, added that "employers in the textile industry seem to be the ones who are now bringing up the question of foreign competition and tariffs. They are the ones who are apparently exerting the greatest

pressure, as though that were the only solution to the problem of unemployment in the textile industry."

Noting that this constitutes "a direct accusation" against the policy of the federal Government, Mr. Picard stressed the fact that a Royal Commission would be the best way of making the truth known concerning the whole textile industry.

"Suggestions which might relieve present uneasiness concerning unemployment in the textile industry," the General President added, "might very well result from a more thorough study of the problems of this industry."

According to Mr. Picard, the 1937 inquiry into the textile industry "first of all re-assured the people and settled a number of problems even before its findings were made known".

The Housing Problem

The CCCL also suggested an investigation into the housing problem, which it considers one of the most alarming today.

"The holding of such an investigation," the brief stated, "would arouse public opinion, would make known the real needs of the Canadian people with regard to housing, would uncover the obstacles which are hindering the solution of this problem and would make it possible to perfect a suitable plan of action with a view to encouraging and assisting the largest possible number of heads of families to become owners of their own homes."

In order to meet the deficit and make up for the present delay, the CCCL felt that from 120,000 to 130,000 units would have to be built per year for a period of at least 10 years. According to the figures given in the brief, not more than 75,000 units were built in 1952.

The memorandum recalled that the housing problem is at the same time the responsibility of municipal, provincial and federal authorities.

The main obstacles in the way of finding a solution to this question, according to the CCCL, are the problems encountered when it comes to making land available in urban and suburban districts, the excessive rate of interest and the need for too heavy investments.

The CCCL stated that it was pleased to note that the Government, in the Speech from the Throne, had indicated its intention to contribute towards the solution of the housing problem by facilitating loans for housing.

Shipbuilding Industry

The CCCL repeated the requests it had made last year that the Government should require Canadian shipping companies to have their ships built and repaired in Canadian shipyards and that water-borne transport on the country's inland and coastal waters should be carried on as far as possible by ships registered in Canada and carrying the Canadian ensign.

Such measures, according to the CCCL, would protect thousands of workers from insecurity in employment and would maintain a high level of efficiency in this industry.

The memorandum also asked the Government to encourage the construction of a deep-sea fleet which would stimulate trade and constitute a source of employment. Finally, the CCCL requested an amendment to the Canada Shipping Act which would recognize the shipbuilding industry as a national industry.

S. T. Payne, 1st Vice-president of the National Metal Trades' Federation, drew the Government's attention to what he termed "the impact of the serious prejudice which our shipyard workers throughout Canada are suffering, through the existing legislation relating to trade and navigation, and to the shipbuilding and repairing industry in our country". He added:—

"We believe that the introduction of British vessels registered in Great Britain and the British Commonwealth, or in foreign countries, through an improper legislation, constitutes a great and serious danger for the future of our coastal trade which, after all, at the present time is the only merchant fleet that we have."

Charging that unless Canadian shipping and the Canadian shipyards are totally protected the coastal trade of Canada will face a disastrous financial situation which will inevitably bring about an unjustified and unwarranted insecurity, as well as hardships to the Canadian workers, Mr. Payne submitted the four following suggestions:—

(1) The restoration of our coastal and inland trade to Canadian-registered and Canadian-built vessels;

(2) The inclusion of the shipyard industry under the National Labour Code as an industry vital to Canadian economy;

(3) Provisions for an adequate and efficient Canadian merchant marine;

(4) The necessary amendments to the Canada Shipping Act.

Re-drafting of the Criminal Code

Recalling the suggestions contained in its last year's brief concerning the re-drafting of the Criminal Code, the CCCL requested the Government to amend Paragraph 2 of Article 366 of last year's Bill 93 so as to

legalize the right of pickets to persuade their comrades not to return to work as long as the strike lasts.

The CCCL also felt that it would be useful to set up a parliamentary committee in order to enable all who are interested to express their views on the whole draft revision of the Criminal Code submitted to the legislators.

Fair Employment Practices Act

The Fair Employment Practices Act, the memorandum emphasized, which aims at preventing discrimination in employment and union membership because of race, national origin, colour or creed, makes no stipulations with regard to discrimination for reasons of language.

The CCCL therefore requested that the law be extended to apply to discrimination "by reason of the language spoken by Canadian citizens".

Commenting on this suggestion, Mr. Picard specified that it applies particularly to the Civil Service.

"We are well aware that it cannot be as general in scope as the other points already in the Act," he said, "but we feel that, even if it cannot be applied immediately and fully, the principle should be recognized; and it should be a condition for holding a higher position in the Civil Service, where there is a need to be able to express oneself in both official languages of the country."

Mr. Picard said that he had been surprised to hear that an Assistant Deputy Minister of Labour had been appointed "first of all without a competition and then since we had insisted last year that at least this highly-placed civil servant should be bilingual".

Hastening to state that "we have nothing against the one who was appointed," Mr. Picard added that a competition should have been held and that the condition suggested last year should have been accepted.

Mr. Picard also stated that the Head of the Unemployment Insurance Claims Office should be bilingual, since there are a great many people, both in the English-speaking provinces and in Quebec, who have to go there and it would be "a means of avoiding discrimination" if those who have business with this officer could speak to him in their own language.

Unemployment Insurance

In the field of unemployment insurance, the principal request made by the CCCL was for an amendment to the Act to increase payments by $1 a week for an insured person without dependents, $3 a week for an insured person with one dependent and $6 a week for an insured person with two or more dependents.

The brief specified that the reserve fund of the Unemployment Insurance Commission would permit this improvement without endangering the solvency of the fund.

The CCCL also presented the following eight requests:—

(1) Widening of the scope of the Act so as to include all workers, including hospital and welfare institution employees;

(2) Complete elimination of the five-day waiting period and payment of benefits without delay;

(3) Establishment of a new method for determining the number of days a workman has worked during the week, when he works part time; (the CCCL suggested that this number be determined by dividing the number of hours actually worked by the number of hours in the working day);

(4) Extension from April 15 to April 30 of the period during which supplementary benefits are paid because of seasonal unemployment;

(5) The right for striking employees dismissed by their employers to draw benefits;

(6) Exceptions in addition to those provided in Paragraph 3 of Article 28 for the period during which a workman is on strike;

(7) Fifty-per-cent reduction in the length of the periods of employment giving the right to qualify for benefits;

(8) Consultation of unions before appointment of arbitration board chairmen.

Income Tax

With regard to income tax, the CCCL requested the Government, among other things, to increase the basic exemptions, to do away with the submission of receipts for the 10-per-cent deduction from income allowed for charitable donations, and to permit workers to deduct annually from their taxable income an amount equivalent to 10 per cent of the value of their tools.

Calling present basic exemptions "inadequate in relation to the cost of living", the CCCL suggested that the basic exemption be increased to $1,500 for unmarried persons and $3,000 for married persons. It also suggested that the exemption for a child should be $400. Besides this, it suggested an additional exemption of $1,000 for any person paying the expenses of a student, regardless of the latter's age.

In asking the Government to do away with the attestation by certificate of the 10-per-cent deduction allowed for charities, the CCCL recalled that this attestation had given rise to what it called "a partisan and

mean investigation which might be considered as insulting for the members of the Catholic clergy", made by an official.

The CCCL is also of the opinion that medical expenses, contributions to sickness and accident insurance and sums paid for unemployment insurance should be deducible from taxable income.

The memorandum repeated a suggestion put forward last year that the Income Tax Act should be amended so that family income could be considered as being earned equally by both husband and wife, allowing both to produce their income tax return as though they were unmarried and to benefit by the exemptions provided for unmarried persons. This suggestion was made because, under the present system, the head of a family who is the only one earning finds himself in an inferior position when compared with a family where both husband and wife are working.

The CCCL also requested that money paid by an employer or a pension fund to the assigns of an employee who dies before retirement age should be taxable under the Succession Duties Act and not under the Income Tax Act.

The International Labour Conference

Emphasizing the important rôle of the International Labour Office, the brief called on the Government to complete its representation at the International Conference, so that Canada may be represented on all important committees.

The CCCL also asked the Government to try to get the ILO to set up specialized commissions to study the problems of employees in the graphic arts industry and of governmental and municipal personnel.

Here Mr. Picard explained that increased representation at ILO conferences would contribute towards the training of a greater number of persons who could have the advantage of attending these international meetings and thus gain a better understanding of the problem under consideration.

"From the Canadian point of view," said the General President, "I believe that the greater the number of people who can become familiar with problems of this breadth, the better it will be for the country; and these people will realize, by way of comparison, how problems come up and how they are discussed from one country to another."

Along the same lines, Mr. Picard also asked the Government to adopt the same representation policy for the UNESCO conference as for the ILO.

He pointed out that the UNESCO conference is studying present-day problems but that Canada is represented on it by only one observer, and the latter must be a Canadian representative who is already in Europe.

Asserting that that would not cause any great expense, Mr. Picard added that better representation at UNESCO would enable Canadian representatives to come into contact with these organizations and to become familiar with the problems which are studied there on a world-wide scale.

Processing of Natural Resources

The industrial development of our country and the increase in its population, according to the CCCL, have in the last few years brought up the problem of the processing of our natural resources. Considering that in the past Canada has too often had to deliver its raw materials to the export markets without processing, the CCCL asked the Government to do all in its power to have the resources of our soil and our sub-soil processed in our own country.

"A concerted effort seems necessary at this time," the brief specified, "when Canada is engaged in a program of mining operations without precedent in its history."

Diplomatic Representation at the Vatican

In its brief, the CCCL once again asked the Government to establish diplomatic relations with the Vatican, stating that this is "the sincere desire of the vast majority of the Canadian people".

The brief stated that the growing prestige of Canada in the world calls for the establishment of diplomatic relations between the Holy See and our country.

The recent appointment by the Vatican as Apostolic Delegate of a prelate who already held the rank of Nuncio would, according to the CCCL, be a propitious occasion for Canada to set up an embassy at the Holy See.

Other Requests

The CCCL brief also requested the Government:—

To grant free broadcasts for workers on the CBC network;

To reduce to 65 years for men and 60 for women the age of eligibility, without a means test, for the old age pension;

To raise old age pensions from $40 to $50 a month;

To increase from $1,200 to $2,400 the maximum annuity payable under the Government Annuities Act;

To call July 1 "Canada Day" and to declare it a holiday with pay.

The second part of the CCCL memorandum to the federal Cabinet was not read. It is mainly a résumé of requests already presented.

The topics dealt with include the National Housing Act, the setting up of a permanent price inquiry commission, immigration, family allowances, the right of association and old age and retirement pensions.

When he had finished reading the brief, Mr. Marchand, on behalf of the Quebec Central Council, submitted to the Minister of Labour a special request concerning the establishment of a branch of the Labour-Management Co-operation Service in Quebec City.

"I believe that the Minister would do well to accept this suggestion," said the CCCL General Secretary, "for when labour is willing to meet management, I think the Government should encourage it."

Another delegate, Armand Morin, Vice-president of the Federation of Printing Trades of Canada, spoke on behalf of the employees of the Government Printing Bureau.

Noting that the Government had granted wage increases in the past, following labour representations, and congratulating it for doing so, Mr. Morin pointed out that the wages now being paid to employees of the Printing Bureau at Ottawa "are not in accordance with the wages paid in the larger cities such as Vancouver, Montreal, Ottawa and Toronto".

He expressed the wish that these government employees might in the near future draw wages equal to those paid in the larger cities.

The Government's Reply

Replying in French, Prime Minister St. Laurent first congratulated the CCCL for having presented its brief in both languages, thus giving a practical effect to its recommendations concerning bilingualism.

Royal Commissions

The Prime Minister stressed the fact that the CCCL had recommended a number of inquiries concerning certain problems. "Inquiries are sometimes very useful," he said, "but it should not be forgotten that there is more than cynicism in the remark: 'A commission was appointed and nothing more was heard about it'."

Instead of appointing commissions, Mr. St. Laurent added, it is more advantageous to try to find the remedies which may seem appropriate.

He promised, however, that the CCCL suggestions concerning Royal Commissions will be given consideration and that "something of a practical nature" will have to be done.

He assured the CCCL that there had not been any special pressure on the part of employers with regard to what might be done in an attempt to improve the situation in the textile industry.

Mr. St. Laurent pointed out that the CCCL brief indicates the main causes of difficulty in the textile industry. He added:—

"It seemed to us, following representations which came to us both from labour and from employers' organizations, that our anti-dumping legislation might perhaps have some holes in it which should be examined, because I believe that you are well aware that the conclusions which inevitably follow from what you say in the opening pages of your brief are that we need to export, and if we are to export there must be as few obstacles as possible to international trade; this economic thesis you develop admirably well in the opening pages of your brief."

Assuring the CCCL that the Government is aware of all these difficulties, Mr. St. Laurent stated that the Government is taking steps with a view to diversifying the export trade as much as possible.

"It is obvious," he specified, "that these meritorious efforts have not had all the success anticipated, or rather I should say the success hoped for, for we can never anticipate results dependent upon causes over which we have no control. We can hope that others will see the advantages of more intensive international trade, as we ourselves see them, but we cannot count on anything which is beyond our control."

Mr. St. Laurent reminded the CCCL delegates that the Government has to reflect the wishes of the people, and that Government suggestions, if they are to succeed, must have the support of the majority of the population.

"It is a good thing for you to point out all these facts in your briefs, because that helps to condition public opinion in our democracy and to prepare it for practical measures."

The Prime Minister then revealed that while listening to the reading of the brief he had thought "that it would be much easier for us if you people who write these memorandums were responsible for carrying out these desirable things mentioned in your briefs".

The Prime Minister emphasized the fact that Canada belongs to an "alliance of free nations", which entails very considerable, very heavy expense, but that this expenditure is necessary if we are to build up

sufficient combined strength to discourage aggression. "We thought it was in the prime interests of all free nations to do this," he said.

"There is the explanation for whatever may seem inadequate to you in our actions."

Canadian Shipyards

With regard to Mr. Payne's remarks, the Prime Minister pointed out that the shipyards now employ more workers than they did in the past, in spite of the fact that ship-building is more expensive in Canada.

"As for reserving coastal trade for Canadians, in Canada, or other protective measures, we have nevertheless been reproached with the fact that we have not done enough to make it possible for our former European markets to acquire the dollars they need to purchase more of our products. It is in the shipping companies that part of the dollars they use to buy our products are accumulated, and if we took away from them this opportunity of earning dollars, the result would be that they would lack a certain number of dollars to cover the purchases they could make, using them to acquire some of our surplus products."

The Vatican

Dealing with diplomatic representation at the Holy See, Mr. St. Laurent stated that there are "still a great many people who would see only a religious gesture in this act, and whose own religious feelings would be offended".

The Prime Minister said that Canada will have a diplomatic representative at the Vatican some day but that when that time comes it will "be done as an act of international policy, as well as from the point of view of the international protection of our country".

Canada Day

As for the idea of changing the name of Confederation Day to Canada Day, Mr. St. Laurent said that, while a great many citizens would like to see this, it "is not essential just now and would cause a disturbance.

"It is like the question of our flag," he said. "We should have one; but it is not advisable to try to choose one which would be the occasion of controversy and dissension among our people."

He added that the Government was trying to avoid anything which might prove an obstacle to the progress already made towards national unity in Canada.

In closing the Prime Minister pointed out that the CCCL had suggested that the Government use discretion in its arrangements for international trade. "This is a recommendation we do not wish to lose sight of," he said, "not only in our commercial and international relations, but in every action which must be judged by the Canadian people."

Cabinet Ministers Present

Members of the Cabinet who received the CCCL delegates included, in addition to the Prime Minister and the Minister of Labour: Hon. Lionel Chevrier, Minister of Transport; Hon. Stuart Garson, Minister of Justice and Attorney General; Hon. Robert Winters, Minister of Public Works; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Walter Harris, Minister of Citizenship and Immigration; Hon. John W. Pickersgill, Secretary of State; and Hon. Jean Lesage, Minister of Resources and Development.

Also present were A. H. Brown, Deputy Minister of Labour, and a number of Members from the province of Quebec.

Railway Transportation Brotherhoods

Dominion Joint Legislative Committee's brief urges enactment at this session of national health insurance plan, recommends changes in the Unemployment Insurance Act, renews request for transportation policy

Enactment during the present session of Parliament of a national health insurance plan was a major request in the annual submission of the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods to the federal Cabinet December 4.

Because of ever-increasing costs, said the brief, necessary medical aid is not available to thousands of families in the lower and medium wage groups.

The Committee expressed "grave doubt" that many of the provinces are taking advantage of the increased medical grants made available to them by the federal Government, adding:—

"The evident reluctance of some provincial governments to co-operate immediately with your Government towards the desired accomplishment is disappointing and we respectfully suggest that if the Government of Canada would pass the

required legislation enabling those provinces which are prepared to proceed to do so, public demand would result in national coverage in a short period of time."

In the brief the Committee also renewed its request of previous years for a national transportation policy, recommended important changes in the Unemployment Insurance Act, the Criminal Code and the Railway Act, asked for legislation to provide protection for railway employees displaced due to the use of diesel engines on the country's railroads, and called for labour representation in the Senate.

The brief, read by J. L. D. Ives, Chairman of the Committee, was submitted on behalf of some 140,000 railway workers in Canada. The Prime Minister, Rt. Hon. Louis St. Laurent, and four members of the Cabinet were present at the meeting.

Replying for his Government, the Prime Minister pointed out that, while the Committee's requests for extended welfare services were desirable, the people of Canada would not welcome any increase in the present level of taxation nor a decrease in the amounts spent "to deter aggression and prevent the outbreak of further wars".

The Railway Brotherhoods' Brief

National Health Insurance

"We repeat our former urgent request for the enactment of a national health insurance plan," the Committee declared in its brief after describing the findings of the Canadian sickness survey, commenting on the additional health grants to the provinces and criticizing the "evident reluctance" of some provinces to take full advantage of such grants.

The co-operation the enumerators received in the sickness survey, the Committee believes, is "an indication that the vast majority of our citizens are hopeful the Government will enact a national health insurance plan during the present session of Parliament".

National Transportation Policy

The Committee pointed out that it has consistently advocated the inauguration of a national transportation policy and a re-organization of the control of interprovincial and international motor vehicle traffic.

The Brotherhoods, said the brief, are in accord with the recommendation of the 1951 Royal Commission on Transportation that until the provinces agree on a common policy of co-ordination, the federal Government should establish a national transportation regulation system under the supervision of an efficient board. This is necessary, the brief declared, because the several means of transportation—railways, waterways, airways, highways, and pipelines—are distinct yet inter-related agencies, and should be so regulated as to serve not only individually but collectively in meeting the country's needs.

Unemployment Insurance

The Committee reiterated its previous contention that the Unemployment Insurance Fund is now sufficient to meet more adequately the needs of the unemployed. It urged that: (1) the five-day waiting period be reduced to three days; (2) the maximum weekly benefit be increased by $3 for all groups; (3) the supplementary benefit period be extended by two weeks, from April 15 to April 30; and (4) workers who decline to cross another union's picket lines be not disqualified for benefits.

The Committee also recommended that unemployment insurance benefits be paid to all workers who are unemployed due to illness, a request made earlier in the week by the Trades and Labour Congress in its brief to the Cabinet (*see* above).

Criminal Code

Concern was expressed over Sections 52, 365 and 372 of Bill "O" of the Senate, which, the Committee felt, could be interpreted to the detriment of trade unionists.

The Committee concurred, however, with the second report of the Special Committee of the House of Commons appointed to study Bill "O". The brief listed the recommendations of this second report and the Prime Minister said the exact wording of the list would be compared with the report to discover differences, if any existed.

At the suggestion of the Prime Minister, Mr. Ives agreed to leave the list unread and continued with the brief.

The Committee suggested that in order to meet the need for additional hospital construction, the Criminal Code should be amended to permit lotteries under the supervision of either the federal Government or the provincial governments. Money made available in this way could be used to increase hospital facilities, said the brief. (This suggestion was also put forward by the TLC.)

Railway Act

The brief called for amendment to the Railway Act to provide for statutory side clearances applicable to all railway lines and tracks, regardless of when they were built.

In order to safeguard the lives of employees involved in the movement of cars and trains, the amendment should provide a safe side clearance appropriate to the use of equipment of present dimensions, the brief stated.

The Committee again this year drew attention to the steadily-increasing number of accidents at level crossings. Increased highway traffic, the size of trailer trucks, and the speeding up of railway trains are factors contributing to the hazard at railway crossings, said the brief. The large number of deaths and injuries to drivers, train passengers and crew members must bring home to every individual, said the Committee, the realization that something must be done to halt "this unnecessary loss of life and property".

The only practical solution of the crossing accident problem, said the Committee, is the elimination of all level crossings and the construction of either over-passes or under-passes on all highways. As an immediate solution, all level crossings should be protected by either manual or automatic signals.

The Committee pointed out that the cost of grade separation has increased in proportion to the cost of construction and requested that the annual grant to the Grade Crossing Fund be increased to $2,000,000. The Committee was pleased to note that the Board of Transport Commissioners has begun its investigation of the railway-highway crossing problem.

Diesel Power

The Committee requested that the Government enact legislation that will provide protection to employees who are displaced or reduced because of the substitution of diesel power for steam. This legislation, said the brief, should be comparable in principle to that specified in the Canadian National-Canadian Pacific Act.

Technological changes are recognized as progressive and necessary in the economic life of any country, said the brief, but these can affect many persons seriously and adversely unless made with reasonable and equitable consideration of the human element involved. Severe hardships in loss of earnings and even homes is suffered by railroad employees when such changes are applied to the railroad industry without due consideration and gradual adaption, said the Committee.

To a considerable extent the gain and advantage enjoyed by the railway is through the burden and sacrifice suffered by the displaced employee, said the Committee, adding: "We believe and contend that under these conditions the advantages, as well as the burden, should be shared by both the railway and the employee."

Labour Representation on Public Bodies

Appreciation was expressed by the Committee for the measure of labour representation given on public bodies, boards and commissions. Pointing out that representatives of recognized labour organizations have wide experience in public relations with all groups of citizens and are familiar with the views and needs of workers, the Committee urged that the present policy in this matter be extended.

A specific recommendation was that labour be given consideration when vacancies in the Senate are being filled, since no official representative of labour has been a member of that body since 1933.

Social Security

The Committee requested that the present old age pension allowance of $40 per month be increased to at least $50 per month. It asked that the Old Age Security legislation be changed to provide pensions to all persons over 65 years of age without a means test, and to all women between the ages of 60 and 65 with a means test.

Pointing out that the scale of benefits under the Family Allowance Act was last revised in 1949, and that living costs have risen since then, the Committee asked that monthly benefits be increased by $2.

Income Taxes

Assurance of a reasonable standard of living should be the governing factor in determining statutory income tax exemptions, the Committee declared.

Recalling that the cost of living has increased during the past several years, the brief requested that statutory exemptions be increased to $1,500 for single taxpayers, $3,000 for taxpayers with dependents, and $500 for each dependent not eligible for family allowances.

The Committee requested that a taxpayer be permitted to deduct from his taxable income amounts disbursed by him for meals and lodgings while employed by direction of a railway company away from his place of residence in the capacity of engineer, fireman, conductor, trainman or yardman.

The Committee also requested that the Income Tax Act be amended to provide that where a married person supports his spouse during a taxation year and the spouse has an income for the year exceed-

ing $500 but not exceeding $1,000, the allowable deduction of $2,000 be reduced by the amount which the spouse's income exceeds $500.

Other requests of the Committee with regard to income taxes were that the term "dependent" include those who are taking vocational training courses, and that all medical and dental expenses be deductible in computing income taxes.

Housing

Government-supplied mortgage money at a low rate of interest was proposed by the Committee as the answer to the present housing shortage.

The brief stressed that under the National Housing Act no assistance is given to the wage-earner whose annual income is $3,000 or less and that such wage-earners constitute the majority of Canadian citizens. That the National Housing Act as now designed benefits only a small portion of Canadian citizens, namely those whose annual earnings are $3,600 and over, is the prime factor in the failure of the Act to alleviate the housing shortage, said the brief.

Proposals now before the federal Parliament designed to increase the supply of mortgage money will not help the housing situation, declared the Committee, because these proposals include an increase in the interest rate and an increase in the cost of insuring the mortgage. These two factors will make it necessary for a house-builder to be earning a higher annual wage in order to qualify than is now the case.

The Committee suggested that the proposed legislation should lower the rate of government interest to 3½ per cent for those private citizens only who earn $3,000 per year or less. The legislation should also provide that in the case of resale, the house must be sold to a person earning $3,000 per year or less, that the vendor make no profit on the sale, and that resale take place only for reasons of transfer, increase in size of family, or increase in earnings.

Legislation to provide that railway employees be accorded assistance similar to that given to workers in defence industries was also requested in the brief.

The Committee expressed alarm at reports it had heard that the Central Mortgage and Housing Corporation was to be discontinued.

Immigration

While concurring in the Government's announced policy of selective immigration, the Committee said more regard should be given to the national problem of seasonal unemployment. More emphasis should be placed on the desirability of regulating the number and time of arrival of immigrants to periods of the year offering the best employment opportunities, said the Committee.

It offered its support to the program of holding citizenship classes providing home study courses with facilities for learning English and French, and vocational training classes.

Other Recommendations

Noting that the Industrial Relations and Disputes Investigation Act provides that a conciliation board shall make its report to the Minister of Labour within 14 days of its appointment, and that the Act permits the parties to the dispute or the Minister to grant additional time, the Committee requested that the Act be amended to limit the extension to 60 days at the most.

On many occasions the 14-day period has been extended to a period which the trade unions believed was unjustified, said the brief.

The Committee said it was still hoping for assurance that steps will be taken to eliminate or at least alleviate the undesirable and dangerous conditions surrounding the transportation of explosives and inflammable liquids on the highways of Canada.

It recommended that the Explosives Act be revised to conform more closely to the regulations of the Board of Transport Commissioners governing the transportation of such commodities.

Support of the Brotherhoods for public ownership and government control of radio sound broadcasting and television under the trusteeship of the Canadian Broadcasting Corporation remains "steadfast and unchanged," said the brief.

The Government was commended for the financial assistance made available to Canadian universities; the Committee recommended that financial assistance for education be continued under agreements with the provinces.

The Government's Reply

Replying for the Government, the Prime Minister said it would be desirable to adopt all the recommendations in the brief regarding welfare services. However, he had the impression, he said, that the people of Canada would not welcome any increase in the present levels of taxation, nor would they want the Government to cut down the expenditures it was incurring as its share of the effort of the allied

nations to build up their strength, deter aggression and prevent the outbreak of further wars.

Mr. St. Laurent pointed out that almost half of all that is raised in taxation, about two billion dollars a year, is devoted to building up and maintaining Canada's part in this international joint military undertaking.

The implementation of all the welfare services recommended in the brief, said the Prime Minister, would require an expenditure of a billion dollars. A national scheme of health insurance would cost not less than $600 million. Improvements or modifications in the old age security scheme, with the increase in the old age pensions, would amount to almost $100 million; and the lowering of the ages to 60 and 65 would amount to very much more than $100 million.

"These things have to be looked at in the light of what we can do," said Mr. St. Laurent, adding that "there are some soft spots in our economy, but generally the economy is pretty buoyant; and during these periods I think the country has to carry on and pay as it goes; and we have to be careful, we have to be prudent in what we can undertake and expect to be able to carry out."

The question of a national transportation policy is now under advisement by the Privy Council in London, said the Prime Minister. An appeal has been heard and the decision will be handed down at an early date. This decision, he said, will be given careful consideration.

The Prime Minister assured the Committee that its representations with regard to the amendments to both the Criminal Code and the Railway Act will receive consideration. He said the Committee's recommendations as to what attitude it would like the Board of Transport Commissioners to adopt in dealing with applications coming before it will be brought to their attention.

The special committee appointed to study Bill "O" was much impressed with the representations made to it, said Mr. St. Laurent. He said it will try again this year "to do the sort of thing that will not make crimes out of things that should not be crimes".

The Prime Minister regarded as "moderate" the Committee's statement about the dieselization of the Canadian railways.

"No one wants to prevent progress," he said, "but no one wants things to be done in such a way as to bring about chaotic conditions or hardship or anything of that kind. We know that any of these changes that are extensive have to be made with care, to avoid creating serious embarrassment to substantial numbers of people."

Answering to that part of the brief which advocated greater labour representation on public bodies, the Prime Minister hinted at a new plan for filling vacancies in the Senate. He said the Government was studying very closely methods of filling the 12 vacancies now existing in that body.

"I think most people in Canada feel that is a good thing to have this second chamber in our parliamentary institution. Some do not. Some would like to see the Senate done away with entirely; but because we feel that most people want to see it maintained as one of our parliamentary institutions, I think we have to be very careful to avoid anything that would affect its prestige with the public, and that we should at this time endeavour to do things that will strengthen its prestige with the public."

Mr. St. Laurent said he did not think it would harm the Senate if it had a representative of organized labour in its membership.

"I am not making any promises or any commitment, but it is from that angle that the problem of these vacancies in the Senate is being considered, with the general objective of doing something that will strengthen the feeling throughout the country that the Senate is a good thing to have."

With regard to housing, the Prime Minister said he was surprised to hear the statement that the Central Mortgage and Housing Corporation was to be discontinued. He said he had never heard any such report, and assured the Committee that they had no immediate occasion to worry about it.

On the subject of immigration, Mr. St. Laurent said the Department of Citizenship and Immigration kept in very close contact with the Department of Labour to adjust the number of immigrants to suit seasonal employment in Canada.

In conclusion the Prime Minister said:—

"We are going to continue to try to appreciate what the public of Canada feel should be done, and we are going to do our best to carry on and keep in good operating condition these democratic institutions for which this NATO arrangement has really been formed, and to which our annual contribution is just about half of all we can raise in taxation in this country at the present time. I hope it will not always have to be that much."

Cabinet Members Present

Members of the Government who received the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods were: the Prime Minister; Hon. Lionel Chevrier, Minister of Transport; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice; and Hon. Ralph Campney, Solicitor General and Associate Minister of National Defence.

11th Farm Labour Conference

Movements of farm workers under farm labour program were successfully carried out again in 1953, delegates to federal-provincial meeting agree. Joint agreements should be continued this year, they decide

Again, in 1953, movements of farm workers under the farm labour program were successfully carried out. Crops, on the whole, were good and no serious labour shortages were reported, according to delegates to the 11th Federal-Provincial Farm Labour conference at Ottawa, November 25-26.

The delegates, generally, expressed satisfaction with the joint agreements between the federal and provincial governments under which seasonal and other farm labour requirements are met, and agreed that the arrangement should be continued in 1954. Both the Federal Minister of Labour and the Deputy Minister indicated the Government's willingness to enter into agreements for another year.

During the two-day conference various plans were discussed for making the best use of the existing supply of farm workers, including the suggestion that everything possible be done to encourage farmers' sons to remain on the farms. This, however, it was agreed, is a long-term project and that the only immediate answer for 1954 requirements is a continuation of the immigration policy of channelling workers into agriculture. In this connection, the importance of careful selection of prospective immigrants was emphasized, to ensure that they have had farm experience and are prepared to remain in agricultural work for at least the term of their contract.

The conference also generally agreed that increased mechanization is the farmers' most effective method of reducing farm labour needs.

W. W. Dawson, Director, Special Services Branch, Federal Department of Labour, and chairman of the meeting, told the delegates that Canada's farm labour force has decreased by approximately half-a-million since the beginning of the Second World War, yet farm production is much higher because of mechanization and more efficient methods of farming.

The conference was attended by directors of farm labour and other officials from the nine provinces participating in the farm labour program. Others attending included officials of regional offices of the National Employment Service, federal and provincial Departments of Agriculture, Department of Citizenship and Immigration, Department of Labour, the Canadian office of the International Labour Organization; representatives of the Canadian Federation of Agriculture, the United States Department of Labor, Canadian National Railways and of several embassies in Ottawa; and Prof. S. H. Lane, Department of Agricultural Economics, Ontario Agricultural College.

Items on the agenda included reports of provincial directors of farm labour and regional employment officials on the past year's activities, manpower outlook for 1954, working and living conditions on farms, and the immigration program.

Address of Minister of Labour

In welcoming the delegates to the conference, the Hon. Milton F. Gregg referred to the smooth co-operation between the various governments participating in the farm labour program. It is, he said, an accomplishment when nine provincial governments, the Federal Government and the United States Government can work together in a program to ensure an adequate supply of farm labour by movements at peak seasons between provinces and between countries "without clashing of gears".

These meetings and the time given to them, he said, are well worth while. Each year the situation changes and it is necessary to plan each year in advance.

There will be in Canada a continuing need for movements of agricultural labour, the Minister stated, and the Department of Labour will be only too glad to co-operate as it has done in the past.

Deputy Minister of Labour

In seconding the Minister's welcome, Arthur H. Brown, Deputy Minister of Labour, said: "We look forward each year to this gathering of federal and provincial officials, engaged in what is now generally recognized as one of our most successful ventures in federal-provincial operations.

"As the Minister has intimated, provision has been made in the Departmental estimates for submission to the Cabinet for continuation of the federal-provincial farm labour program in the coming year, if it is the recommendation of the conference that the agreements should be renewed."

The Deputy Minister said that the movement of farm workers had become organized on a regular basis and that perhaps more attention should be given to long-term problems.

International Movements

David W. Fessenden, Bureau of Employment Security, U.S. Department of Labor, brought greetings from the United States. Farm labour problems in Canada, he pointed out, closely parallel those in the United States. While some anxious moments were experienced in his country during the summer, they had a successful season. Shortages of farm labour in both countries, he felt, had been eased by the movements of agricultural workers back and forth across the international border.

A great deal of attention has been given to the problem of keeping workers on the job, he said, but no answer has yet been found.

Canadian Federation of Agriculture

R. A. Stewart, a director of the Canadian Federation of Agriculture and a farmer, said farmers must re-assess their whole operations with an eye to more efficient production. There is a trend developing, he said, for farmers to work more closely together. Mr. Stewart urged that everything possible be done to improve the quality of workers recruited and that some action be taken to bring about greater continuity of employment on farms.

Provincial Minister of Agriculture

Hon. C. C. Baker, Minister of Agriculture for Prince Edward Island, attended the opening session. It is becoming more difficult each year, he said, to retain helpers on the farm because of the long hours involved and the fact that the remuneration is not always as high as that paid to workers in urban areas.

Prince Edward Island, he stated, had been assisted when the need had arisen by movements of workers from other provinces, and in most instances the movements proved satisfactory.

Provincial Directors' Reports

Prince Edward Island—With the exception of harvest help, requirements for seasonal labour were much the same as in previous years, and were filled within seasonable time.

Greater potato acreage increased the need for potato pickers; helpers were moved into the province from Nova Scotia and New Brunswick. The weather was not as favourable for digging as in the previous year and work was spread over a longer period.

About 60 German nationals were again placed on farms under the assisted passage plan. With some exceptions, they proved reasonably satisfactory. There were a few "misfits", it was reported, who apparently had had no farm experience before coming to Canada. Complaints of non-fulfilment of contract were received. Many of these German immigrants, it was stated, did not feel they had any responsibility to remain with the farmer with whom they were placed, or even on farm work, and a farmer would often find that the man had left during the night, taking all his belongings with him. While the men remained in the province they filled a useful rôle but at the time of reporting fewer than 25 of the number placed had stayed.

Because of the recession in prices of farm products, particularly potatoes and beef, it was not anticipated that many farmers would be looking for help in the winter months.

Nova Scotia—Farm labour demands were not as high in 1953. This resulted from a number of causes—increased unemployment in the mining towns, falling prices and weak demand for dairy products, a small apple crop as a result of gale damage and depressed prices for potatoes.

As far as could be ascertained, 109 Dutch families, comprising 446 individuals, and 94 single Dutch immigrants, making a total

of 540, arrived in Nova Scotia during the year. The majority of these, it is believed, are still in the province.

German immigrants brought into the province under the assisted passage plan numbered 45. Of this number, 20 were still with their original employers at the time of reporting and 12 had been moved to other farms. The 1953 group, on the whole, was reported to be less satisfactory than the 1952 group. Some had had no farm background at all and many refused to admit any obligation to remain at farm employment once the passage loan was repaid.

The need for great care in selection was emphasized. It was suggested that it should be impressed upon the prospective farm immigrant that unless he is prepared to remain 12 months at farm work he will not be admitted to Canada, and that permanent landing cards should be conditional on fulfilment of this undertaking.

During the year, 19 immigrant settlers became permanently established in the province and were granted loans by the Land Settlement Board for the purchase of farms to the amount of $69,000, or an average of $3,600.

Although the service rendered to the farmers of Nova Scotia under the Federal-Provincial Farm Labour Agreement was not as important as in previous years, it was considered to have been well worthwhile and that it warranted renewal of the agreement for 1954.

New Brunswick—The farm labour problem, rather than showing signs of diminishing, is settling into a chronic condition, it was reported. Farmers, both large and small operators, face the same problem of decreased returns for their products and labour's preference for work outside agriculture.

In spite of handicaps, New Brunswick farmers produced abundant crops in 1953 but their financial position is the poorest for some time.

Reduction in woods operations and a poor fishing season released some workers for agriculture but at a price which farmers found difficut to pay.

Forty German immigrants were placed throughout the province and 52 families, 31 couples and 41 single men from The Netherlands. Early in November, it was reported that only 19 of the German immigrants had remained and that of the Dutch movement, eight families, six couples and ten single men had left the province.

Movements of workers to points outside the province included potato and bean pickers to Maine, haymakers to Ontario and potato pickers to Prince Edward Island.

Quebec—Farm labour requirements were slightly less than in preceding years because of the smaller crops caused by the dry summer and continually expanding mechanization. Farmers were unable to obtain workers in sufficient numbers locally and had again to rely on immigrant labour.

Under the assisted passage plan, 12 groups of immigrants, mainly of German origin, totalling 200 men, entered the province between April 22 and July 13. Disappointment was experienced with some of the workers in the earlier groups; a number, it was stated, turned out to be craftsmen in trades bearing no relation to agriculture. The last group, however, comprising 37, proved more efficient and at October 1 there were 29 of this group still in farm employment. While there were complaints of instability in a number of instances, farmers reported an improvement over the previous year in this respect.

Sugar beet requirements were less because of the smaller acreage sown to beets and use of mechanical aids. Also, delay in operations in May, caused by rainy weather, permitted transfer of thinners from one farm to another.

Twenty-five young workers were sent to Ontario to help with the harvesting. More than 200 boys and girls had expressed a desire to go but helpers were required before the schools closed for the summer vacation.

A movement of harvesters to the Prairies was successfully handled.

Again in 1953, there was an exchange of labour between Canada and the United States. Workers from Quebec crossed the border to help with apple picking and other harvesting in New York State and tobacco curers came into the province from the southern states.

Ontario—The year 1953 was an active one for farm labour placements with many more workers being placed than in the previous year.

Wet weather in the spring caused seeding to be late; haying was also delayed. Heavy crops, however, resulted and labour demands for the harvesting were higher than in the previous year. There was a keen demand for labour by construction and urban interests and the trend of workers away from agriculture continued at the rate of more than a thousand a month. Discontinuance of the camp program was also a factor in the increased demand for farm labour.

As the outlook a year ago was obscure, only 500 single German workers were requested but as the season progressed this number was stepped up and by the end of the season a total of 2,050 was reached. The number would not have been so high if all those who had been placed on farms had remained. In addition, 155 couples and 75 families were received.

Those German immigrants who remained where placed generally were found suitable and to be good workers. There were some complaints of non-fulfilment of contract: it was estimated that between 30 and 40 per cent defaulted. This caused disappointment to farmers and proved to be the most frustrating factor in the year's operations.

Fewer Dutch immigrants were placed in 1953. Other agencies, such as the major railways, placed substantial numbers, as usual.

The number of workers brought in from other provinces was higher than in 1952 but there were not enough to meet demands. The number of tobacco curers from the United States was also higher and the plan worked out satisfactorily.

As in 1952, there was a substantial movement of Ontario young farmers and other workers to the West. A large number of these went independently, at their own expense.

Because of the steady decline in the number of young people offering for camp service and the falling-off in demand for this type of worker, the program was discontinued. As this decision caused anxiety in some areas it was agreed that assistance would be given in recruiting workers and with transportation. Four of the 20 camps which had been operating in 1952 took advantage of this offer and some 120 high school students were recruited.

The plan for assisting fruit and vegetable growers in the Toronto area by "day-by-day" workers which had been carried out successfully by the Farm Labour service was assumed by the National Employment Service, with the West Toronto office as headquarters. A similar service but on a smaller scale was operated at Hamilton and St. Catharines.

The program of acquainting farmers of the protection offered at reasonable cost under the Ontario Workmen's Compensation legislation was continued. Five thousand pamphlets entitled *Workmen's Compensation and the Farmer* were distributed and a reprint of 15,000 more copies was necessary.

A circular, *How to Keep Your Farm Help,* based on a farm labour survey conducted by the Department of Agricultural Economics, Ontario Agricultural College, Guelph, was also distributed.

Manitoba—The farm labour situation was generally satisfactory. Workers obtained locally were able to meet the early spring demand and these were reinforced later by arrival of immigrants. Requirements for harvesters from eastern Canada were originally set at 500 but the arrival of workers prior to tariff dates, the availability of workers from flooded areas and the usual number of those who habitually work for two or three weeks in harvest time enabled completion of operations without recourse to substantial numbers of Prairie farm workers.

Requests from Ontario for assistance with the early harvest met with disappointing response and it seems evident that as long as the keen demand for labour exists during the summer months in local industry it will be difficult to recruit help in satisfactory numbers for movement East.

Unsettled conditions in the pulp and paper industry have resulted in reduced demand for woods labour and, although the general industrial demand is holding, colder weather may result in a surplus labour supply during the winter months.

The drift of agricultural workers into industrial employment continued.

Saskatchewan—Crop returns were again satisfactory in 1953. While total production did not reach the 1952 figure, it was well above average. Harvesting operations, for the most part, were uninterrupted by unfavourable weather and most were completed by October 15. Three factors were instrumental in the expeditious harvesting—favourable weather, mechanization and an adequate supply of labour. Both farmers and workers, generally, were satisfied.

A few workers were reported to be unsatisfactory for such reasons as: no previous farm experience, inability to operate tractors and trucks, non-possession of motor vehicle driver's licence or inability to speak English.

The voluntary movement of harvest workers is increasing each year and farm placements were lower in 1953. Increasing mechanization of farms is also reducing the urgent demand for hired help.

Workers were again brought in from Ontario and Quebec and, in general, the type of worker despatched was good and few complaints were received from either employers or workers.

German nationals brought in under the assisted passage plan began arriving at the end of March, about six weeks earlier

than in past years. There were complaints in a number of cases of non-fulfilment of contract and lack of farming experience but favourable reports were received from many sources and it is felt that those who have remained in agricultural work are making a worthwhile contribution.

Permits for the entry of American custom combine operators were again issued.

Workers were again recruited, almost exclusively from the Indian population, for thinning and weeding operations in the Montana sugar beet fields. For the first time, no Indians were recruited for digging and lifting as the sugar beet companies have introduced mechanical pickers to handle this operation.

A movement of berry pickers to British Columbia took place.

Late seeding operations in the province, coupled with favourable job opportunities in construction and other industries, resulted in low recruitment of workers for haying and harvesting operations in Ontario.

Alberta—Farm labour requirements were much the same as in the past two or three years. Supply also showed little change and, while more labourers could have been placed, there was not at any time an acute shortage.

Fewer workers were received from the Prairies but their suitability was good and harvesting was finished in good time, several workers being returned to the East before the beginning date for the return movement.

The movement of custom combines from the United States seems to be increasing slightly each year. Operators admitted to Alberta reported a favourable season.

An estimated total of 1,700 immigrants arrived in the sugar beet area primarily for work in beet fields, slightly oversupplying requirements. Mechanization continues to add to the problems of labour administration as the development of seeding and harvesting machinery is proceeding more rapidly than the development of machines for working the beets in midseason. This tends to take topping and lifting, the most profitable part of the season's work, away from the workers.

Applications for single German immigrant workers were fewer in 1953. Unless there can be some assurance of improvement in the results of this farm labour movement. Alberta officials are doubtful about continuing participation in the program.

Expansion and development in the industrial field throughout the province, particularly in the Edmonton district, make recruitment of workers to be sent out of the province difficult. Wages paid in Ontario to these workers are low compared to what they can earn in any free time from their usual farm employment in Alberta. Some workers were sent to Ontario.

A number of women and girls were recruited for berry picking in British Columbia.

British Columbia—Labour requirements were satisfactorily met during the season. Early surveys in the Fraser Valley indicated a local shortage of pickers and a lack of interest by potential workers from Vancouver and New Westminster. Orders were placed for 400 workers from the Prairies but the response was slow. However, the weather played an important part in making it possible to handle all requests for labour reasonably satisfactorily.

Farmers showed little interest in applying for immigrant labour.

Arrangements were made whereby several hundred students were relayed to farmers and worked under close supervision each day. In addition, generous assistance was received from Air Force cadets at the Abbotsford airport, whose services were made available by the Commanding Officer each evening for several days.

More help was available through the Okanagan Valley than has been for the past 13 years. Itinerant labour arrived from points as far east as Prince Edward Island. With the greater number of workers available, combined with a smaller apple crop and favourable weather, no difficulty was experienced at any point during the various peak periods.

Little difficulty was experienced at any time in providing casual labour for farm and ranch operations. There is still a shortage of first-class dairymen but generally the situation was easier than in previous years.

Manpower Outlook for 1954

W. R. Dymond, Economics and Research Branch, Department of Labour, reviewing the general economic situation, said that since the beginning of the Korean War the number of persons employed in Canada has increased 172,000 in the first year and 125,000 in each of the succeeding two years. During this period, the farm labour force declined by about 169,000.

The increased demand for non-agricultural labour in the last three years, stated Mr. Dymond, was met in three ways, from agriculture, from the unemployed and the increased population of working age, and

from immigration. He oulined the labour situation in each of the various regions, indicating that the labour market generally is fairly well balanced.

Mr. Dymond gave a number of reasons why employment expansion in non-farm industries is not expected to be as high in 1954 as in 1953. A very moderate decline is foreseen in defence employment and some adjustments, largely confined to industries where domestic and foreign markets are weak or where there is strong import competition, will probably take place. However, it is unlikely, Mr. Dymond thought, that consumer purchasing power will diminish.

W. K. Rutherford, Director, Employment Service, Unemployment Insurance Commission, speaking briefly on the employment outlook for 1954, thought there is a tendency on the part of many to over-accentuate developments in employment trends. The present talk of a recession is over-emphasized, he said. While expansion of Canada's economy may be at a somewhat lower rate, it is still a buoyant economy and there are indications that it will continue so for some time. Bearing this in mind and taking a realistic view of the various probable factors, indications are that the farm labour situation will be easier, Mr. Rutherford stated. The need, however, for forward planning is just as great, he stressed.

Mr. Rutherford was followed by J. A. Carroll, Chairman, Ontario Federal-Provincial Farm Labour Committee, who discussed the probable farm labour situation in 1954, as he sees it.

Mr. Carroll was of the opinion that agricultural production in 1954 will approximate that of 1953 and plans should, therefore, be made to provide a farm labour supply near the 1953 level.

Working and Living Conditions on Farms

A report on the findings of a farm labour survey, conducted in Southern Ontario in the summer of 1952 to determine how best to meet the problem of acquiring and keeping adequate farm labour, was presented to the conference by Prof. S. H. Lane, Department of Agricultural Economics, Ontario Agricultural College, Guelph.

George V. Haythorne, Assistant Deputy Minister of Labour, commented that he would like to see similar surveys carried out in other provinces and suggested that this might be done on an expense-sharing basis under the Federal-Provincial Farm Labour Agreements. The chairman thought a letter might be prepared to send to the different provincial authorities asking for their opinion on this suggestion.

Mr. Dymond called attention to a pamphlet recently published by the Department, *The Farmer's Son*. Other pamphlets, he stated, are in course of preparation on farm safety and workmen's compensation. Announcement was made also of a bulletin being prepared by the Department of Agriculture on leasing and rental arrangements and transfers of properties.

Immigration Program

There was considerable discussion on the program under which immigrant farm workers are brought to Canada for agricultural employment. A number of delegates reported that a fairly high percentage of immigrant farm workers do not honour their undertaking to remain in farm employment for one year. The importance of selection was also stressed by some of those present.

While it was not possible for the delegates to indicate the number of immigrant farm workers that will be needed in 1954, it was generally felt that workers will be required in the same numbers as in 1953.

Taking part in the discussion were Laval Fortier, Deputy Minister of Citizenship and Immigration, and C. E. S. Smith, Director of Immigration.

Federal-Provincial Farm Labour Agreements

The delegates reported that their provinces would probably enter into farm labour agreements for another year if the program were continued.

Ontario Government Vacating Rent Control Field

Rent controls in Ontario will not be handled by the provincial Government after March 2, it was announced recently by Premier Leslie Frost.

The Premier said that about 80 per cent of the province has already been decontrolled and that legislation passed in 1953 provides broad powers for any municipality that wishes to institute its own controls.

The services of an advisory committee composed of three members of the Ontario Rentals Administration will be available to any municipality wishing to continue controls, Premier Frost said.

Fatal Industrial Accidents in Canada* during Third Quarter of 1953

30 more fatalities recorded in third quarter than in second quarter; total for quarter was 358. Construction industry reported 70 deaths

There were 358† industrial fatalities in Canada in the third quarter of 1953, according to the latest reports received by the Department of Labour. This marks an increase of 30 fatalities over the previous quarter, in which 328 were recorded, including 11 in a supplementary list.

Grouped by industries, the largest number of fatalities, 70, was recorded in the construction industry. Of these, 31 were in buildings and structures, 21 in miscellaneous construction and 18 in highway and bridge construction. In the previous three months 46 fatalities were listed in this industry, including 19 in buildings and structures, 18 in miscellaneous construction and 11 in highway and bridge construction.

There were 52 industrial fatalities in the transportation industry during the quarter under review, of which 17 occurred in steam railways, 15 in local and highway transportation and 10 in water transportation. In the previous three-month period 44 deaths were recorded, including 14 in steam railways, 13 in water transportation and seven in air transportation.

Forty-seven persons died as a result of accidents in the mining industry during the third quarter of 1953. Of these, 26 were in metalliferous mining, 12 in non-metallic mining and nine in coal mining. During the previous three months 47 fatalities were listed, of which 30 were in metalliferous mining, 10 in non-metallic mining and seven in coal mining.

In manufacturing there were 45 industrial deaths during the quarter under review, 14 occurring in the iron and steel group and 12 in the wood products industry. In the preceding three months 58 deaths were recorded, including 21 in the wood products industry and eight in both the paper and transportation equipment industries.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information in press reports.

There were 44 fatalities in the agricultural industry as compared with 17 and 35 in the first and second quarters respectively. In the third quarter last year, 30 accidental deaths were recorded in agriculture.

There were 37 fatalities in the logging industry during the third quarter of 1953 as compared with 42 in the preceding three months.

In the service industry 24 fatalities were recorded, three more than the 21 listed in the previous three months. This compared with 33 in the corresponding period in 1952.

An analysis of the causes of the 358 fatalities that occurred during the quarter shows that 102 (28 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by automobiles and trucks (13), objects falling or flying in mines or quarries (11), falling trees and limbs (11), tractors loadmobiles, etc. (10), and materials falling from stockpiles and loads (10).

*See Tables H-1 and H-2 at end of book.

†The number of industrial fatalities which occurred during the third quarter of 1953 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

"Collisions, derailments, wrecks, etc." were responsible for 79, or 22 per cent of the total deaths during the period. These include 36 fatalities involving automobiles or trucks and 18 involving tractors, loadmobiles, etc. In the classification "falls and slips" 67 deaths were recorded. Of these, 59 were caused by falls to different levels.

By province of occurrence the largest number of fatalities was recorded in Ontario, where there were 112. Quebec and British Columbia each had 69 deaths.

During the quarter under review there were 130 fatalities in July, and 114 in both August and September.

15th Constitutional Convention of Congress of Industrial Organizations

Outright repeal of Taft-Hartley Act requested, CIO-AFL no-raiding pact approved, guaranteed annual wage fixed as next bargaining goal, intensified organizing drive authorized. Entire executive returned

Outright repeal of the Taft-Hartley Act was requested in a resolution adopted at the 15th constitutional convention of the Congress of Industrial Organizations in Cleveland, Ohio, November 16 to 20. The convention also approved a no-raiding pact with the American Federation of Labour, set the guaranteed annual wage as its next bargaining goal, and authorized an intensified organizing drive.

The 700 delegates, representing more than 4,500,000 industrial workers in the United States and Canada, were addressed by CIO President Walter Reuther; James P. Mitchell, newly-appointed U.S. Secretary of Labour; and John Foster Dulles, U.S. Secretary of State.

Mr. Reuther and the entire CIO executive were returned to office for another year.

Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, spoke at the convention and mentioned some of the aims of organized labour in Canada.

The convention disregarded a plea by U.S. Labour Secretary Mitchell that there be no further talk of repeal of the Taft-Hartley Act. In a unanimous vote the delegates renewed the six-year old demand of the CIO that the law be repealed and replaced with a statute modelled on the old Wagner Act.

Speaking before the vote, Arthur J. Goldberg, the CIO's general counsel, said he did not believe any proposed amendments to the Act would be passed by the United States Congress. He said the CIO wanted a fair labour law, but emphasized that this did not mean a neutral labour law.

"Very frankly" said Mr. Goldberg, "we do not want a neutral law. You either believe that labour unions are an important part of our democratic way of life, or you do not believe in them."

The no-raiding pact drawn up by the leaders of the CIO and the American Federation of Labour earlier in the year was approved by the convention. The pact has already been ratified by the AFL, receiving approval at that organization's convention in September (L.G., Nov. 1953, p. 1617).

The agreement is regarded as the first step towards eventual merger of the two labour groups and pledges them against raiding one another's already organized territory. It came into effect January 1, for all unions subscribing to it individually.

The convention adopted a resolution setting the guaranteed annual wage as a major bargaining goal for the coming year. Mr. Reuther said the 1,600,000-member United Automobile Workers of America, which he heads, will demand the guaranteed wage when its present long-term contracts with the auto industry expire in 1955. It is expected the 1,200,000-member United Steelworkers of America, the second largest CIO affiliate, will seek the guaranteed wage in 1954 contract negotiations.

A resolution favouring employer payment of unemployment insurance for a full year for workers who become unemployed was also adopted.

The convention authorized an intensified organizing drive, with emphasis on the building unions in the Southern United States. Mr. Reuther told the delegates the drive would seek to bring 1,000,000 additional workers into the CIO in 1954.

In his report at the opening of the convention, Mr. Reuther criticized the United States Government for its handling of social legislation, declaring that major drives were under way "to undermine much that remains of the New Deal and the Fair Deal".

Mr. Reuther said the CIO was in its strongest membership and financial position in history. He added: "The present political action task of the CIO is twofold. It is the defensive one of preserving the gains of the past 20 years, and the constructive one of launching a political program that will meet the needs of the country in future years."

The report urged Government action to help 14 million families in the United States living on incomes of less than $3,000 per year. Some of the specific steps it proposed were an increase in minimum wages; liberalization of Social Security benefits; establishment of a national health insurance program; and a public works program that would help promote an expanded economy.

Turning to foreign affairs, Mr. Reuther said the CIO's European office in Paris would be closed as of January 1, 1954. He said the office had accomplished its mission of helping develop solidarity among the free nations of the world.

Instead of having its own ambassadors in Europe, the CIO will limit its overseas activities to more intensive participation in agencies of the International Confederation of Free Trade Unions, Mr. Reuther explained.

In a letter to the convention, President Eisenhower repeated his conviction that the Taft-Hartley Act, while fundamentally sound, should be changed in some respects.

"For months," the letter read, "members of the Administration have been engaged in a searching study of the Act.

"Our objective is to recommend improvement in order to make possible a more free and vigorous collective bargaining process, to reduce Government intervention in labour-management relations, and to promote sound and peaceful industrial relationships so essential to the economic well-being of American working men and women and to the welfare of all elements of our nation."

Mr. Eisenhower said any proposals for amending the Act would be "absolutely fair to the labouring men and women of this nation, to management, and to the public at large".

The U.S. President was supported in his appraisal of the Taft-Hartley Act by his Secretary of Labour. In his speech to the convention, Mr. Mitchell said the Act in many of its features was "sound, fair and just". He called on the CIO to co-operate with the Government to eliminate those provisions in the Act which are "really unfair" to labour.

Mr. Mitchell said he was not going to favour repeal of the controversial labour law, adding: "I am prepared to endorse and support every reasonable proposal for amending the Taft-Hartley Act which will meet these standards:—

"Minimize the amount of Government intervention in labour disputes; maximize the incentives for parties in a dispute to settle it themselves, and any modification that will contribute to more peaceful and mature labour relations in America has my support."

Other matters discussed by Mr. Mitchell were plans to have experienced union men appointed labour attaches in U.S. embassies abroad; and wider application of federal minimum wage regulations in the United States.

U.S. Secretary of State John F. Dulles said in his address to the convention that he subscribed to the CIO contention that a secure peace could not be achieved unless the United States operated under domestic policies designed to maintain full employment and higher living standards.

Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, said in a speech to the convention that there is "no justification whatever" for a recession or depression in either Canada or the United States.

Mr. MacDonald pointed out that many families in both countries are not able to provide for their members all the essentials of life. In both countries, he said, there exists the capacity to consume all that can be produced and more.

"This is without saying anything of the hundreds of millions in the underdeveloped areas of the world who, in themselves, represent a very sound reason why there should be no thought of any slackening in the production of our two countries.

"We have a responsibility to these people to provide them with a decent and dignified

living standard, not only to build a stronger bulwark against Communism, but also to create a greatly enlarged purchasing power.

"By applying ourselves to a solution of these problems, we can march forward together in the knowledge that we are helping to create the kind of world we are seeking to establish—a world of peace and freedom, with provision for all people, everywhere."

Mr. MacDonald told the delegates of the hope existing in Canada that labour unity can be achieved through working out a program of gradual elimination of existing obstacles. He said labour's goals in Canada are still far from being realized, although some progress has been made.

Speaking of the political action program of the CCL, Mr. MacDonald said: "Our accomplishments have not been startling, but we are building towards that day when we will have a government truly representative of the common working people."

The convention adopted a nine-point economic program designed to stave off possible depression. It included demands for reduced taxes, wage increases, lower interest rates, an increase in the minimum wage enforced under federal law, and federal aid in homebuilding and public works.

At the close of the convention the delegates re-elected Mr. Reuther for a second term. Also re-elected were James B. Carey, Secretary-Treasurer; John V. Riffe, Executive Vice-President; and eight other vice-presidents. Thirty-five members were named to the national executive board.

Mr. Reuther's first term as president of the CIO began when he was elected at the 1952 convention shortly after the death of Phillip Murray.

Mr. Carey has been secretary-treasurer of the CIO since its founding in 1936. Mr. Riffe, as executive vice-president and organizing director, succeeded the late Allan S. Haywood, who died in February 1953.

Twelfth Annual Convention of the Nova Scotia Federation of Labour (CCL)

Largest turnout of delegates in group's history demands "immediate" establishment of Royal Commission to investigate all phases of the province's coal industry, calls for national fuel policy for Canada

A Royal Commission to investigate all phases of the coal industry in Nova Scotia was demanded at the 12th annual convention of the Nova Scotia Federation of Labour (CCL) in Halifax, November 16 to 18. More than 120 delegates attended, the largest turnout in the history of the organization.

The convention also considered employment in the Maritimes, development of the coal, steel and shipbuilding industries in Nova Scotia and support for striking miners in Northern Ontario and Quebec.

In a strongly-worded resolution the Federation called for the "immediate establishment of a Royal Commission to investigate all phases of the coal industry in Nova Scotia".

Charging that "the unemployment situation in industry generally throughout Nova Scotia is continuing to worsen", the same resolution called on the provincial Government "to investigate the unemployment situation in this province with a view to not only bringing in new industries to create further employment opportunities, but also use this influence to maintain and utilize the present industries for continued employment".

A third part of the same resolution asked "that the Government of Nova Scotia demand from DOSCO (Dominion Steel and Coal Company) a statement of policy regarding continued operation of the industries controlled by DOSCO in this province with a view to maintaining these industries in the interest of the communities involved, rather than from a viewpoint of only the profit involved to the shareholders of DOSCO".

Ben O'Neil, newly-elected Secretary-Treasurer of the Federation, said investigation should be made into the operations of the wire and nail plant of DOSCO at Sydney. He said there had been rumours

in past months that this section of DOSCO's operations in Sydney would be removed to another part of Canada.

The local management had been asked, said Mr. O'Neil, for the reasons for reduction in employment at the plant and had been told that there was a lack of orders for that product.

Mr. O'Neil said that over the last 10 to 12 years, workers at the wire and nail plant had numbered as high as 350. Now that number was reduced to less than half.

Another speaker declared that the miners of Cape Breton were already in a depression. Others said coal mines were being closed because of mismanagement and faulty mechanization, warned that more mines and plants would be shut down unless organized labour did something about it, and declared that it was the job of the Dominion Coal Board to "spell out a national fuel policy for Canada".

Speaking of employment, Sidney Oram, President of the Federation, said: "The province of Nova Scotia is crucified by monopoly. We demand that the provincial Government get down to business and create employment for our people".

The employment situation in Nova Scotia was described as "appalling" by Henry Harm, Regional Director of the Canadian Congress of Labour for the Maritimes. Mr. Harm said:—

"There is in the Maritimes today a definite recession in the lumber, steel and fish industries. Figures given by the National Employment Offices only show a minor fraction in comparison to the number unemployed, who do not enjoy unemployment benefits."

Greater development of the coal, steel and shipbuilding industries as a means of attaining higher employment was urged in the Officers' Report, which also advocated the advancement of the CCL political action program.

On the subject of the coal industry, the report urged that special efforts be made to have the Dominion Coal Board set up an experimental plant for the production of gasoline from coal, and that the Board carry on research to develop new uses for this mineral.

The report called upon the provincial Government to press the federal Government for a national fuel policy that would protect the interests of the Nova Scotia coal industry.

A program for the expansion of the steel industry in Nova Scotia was advocated in the report. The Government was urged to take the lead in steps to expand the industry and particularly the production of steel plate. The report said this product was in short supply.

Restoration and expansion of the shipbuilding and ship-repair industry in the province was called for. The report pointed out that the federation executive had already urged the provincial Government to make necessary representations to Ottawa to have a merchant marine fleet owned in Canada and subsidized if necessary by the federal Government.

This, the report claimed, would revive the shipbuilding industry to a point comparable to the wartime period, when more than 10,000 men and women were employed in Nova Scotia in shipbuilding and ship-repair work.

Other recommendations in the report were that loans be made available to fishermen for the construction of trawler type fishing boats, that a rehabilitation centre for disabled workers be established, that new industries be developed in the distressed areas of the province, and that cheap power be produced to encourage industrial expansion.

The delegates voted to continue support for the striking miners in Northern Ontario and Quebec.

Freeman Jenkins, President of District 26, United Mine Workers of America, said the strike was a test "to see if labour in this country can be defeated".

"The mine owners," he continued, "are trying to stop the organization of labour and if we do not join in with our support, we are inviting our own disastrous end."

Mr. Jenkins said history was repeating itself and that the situation confronting the gold miners in Ontario and Quebec in their demand for union recognition is similar to that which existed in the coal fields of Nova Scotia 30 years ago.

Other speakers who addressed the convention were Henry Weisbach, Executive Secretary of the CCL Political Action Committee; and Rev. George Topshee, Director of St. Francis Xavier University extension department for Cape Breton.

The following were elected officers of the Federation: Sidney Oram, President; Ben O'Neil, Secretary-Treasurer; Martin Merner, First Vice-president; John Lynk, Second Vice-president; and Don Nicholson, Fred D. Nicholl and Malcolm O'Handley, executive members.

International Labour Organization

123rd Session of Governing Body

Members decide to take four measures based on report of UN-ILO *Ad Hoc* Committee on Forced Labour, agree that alleged Polish violation of principle of freedom of association "merits further examination"

A four-fold course of action based on the report of the UN-ILO *Ad Hoc* Committee on Forced Labour (L.G., Aug. 1953, p. 1131) was decided on by the Governing Body of the International Labour Organization at its 123rd session in Geneva November 24-27.

(When the *Ad Hoc* Committee's report was issued last June, the Governing Body decided to give sympathetic consideration to the recommendations it contained.)

The Governing Body agreed:—

1. To appeal to governments which have not yet ratified the four ILO Conventions that deal with forced labour or indigenous workers, urging them to give prompt consideration to ratification.

2. To invite metropolitan governments to consider applying the four Conventions without modification to all their non-metropolitan territories.

3. To consider, as soon as possible, the desirability of revising the Forced Labour Convention adopted by the ILO in 1930 to make it provide for the complete suppression in all its forms of forced or compulsory labour.

4. To affirm the ILO's willingness to intensify its efforts toward the abolition of forced labour practices of an economic character, including practices which were not envisaged when the forced labour and indigenous workers Conventions were adopted.

The Governing Body also approved a report of its Committee on Freedom of Association which dealt with a complaint against the Polish Government presented by the International Confederation of Free Trade Unions. The report said that the Committee, "having before it precise allegations that the situation in Poland is incompatible with the principle of freedom of association to which the Polish Government refuses to reply, recommends that the case merits further examination by the Governing Body."

The report recommended that 12 other complaints be dismissed as not calling for further examination. It revealed that the Committee still had 27 complaints under consideration.

In another decision, the Governing Body decided to make a number of changes in the Freedom of Association Committee's procedure for the preliminary examination of the complaints alleging the infringement of trade union rights which are addressed to the ILO with a view to their reference to the Organization's Fact-Finding and Conciliation Commission on Freedom of Association.

The changes agreed upon include one which will permit the Committee to seek further information from complainants after the Committee has received the replies of Governments in regard to the complaints which are made against them.

The Governing Body also took action with a view to the closer association of non-metropolitan territories with the ILO's work. It urged governments to consider appointing additional advisers from non-metropolitan territories to their national delegations to the ILO's general conference. In addition, it recommended wider application of ILO standards in non-metropolitan territories.

After a brief debate, the Governing Body adjourned until its next session further consideration of a suggestion made by the worker members that a report be prepared on the possibility of granting ILO membership "to those non-metropolitan territories which have reached a certain stage of political, economic and social development and which enjoy autonomy in the field of labour and social legislation."

T. A. Fishbourne, Supervisor of Special Placements, Employment Branch, National Employment Service, Unemployment Insurance Commission, Ottawa, and Miss Ruth A. Hamilton, Co-ordinator of Women's Employment in the UIC, were appointed members of the correspondence committee on juvenile work. Lt.-Col. H. M. Jones, Director, Indian Affairs Branch, Department of Citizenship and Immigration, Ottawa, was appointed a



ILO photograph

Paul Goulet (left), Assistant to the Deputy Minister of Labour and Director of the ILO Branch, Department of Labour, and Paul Emile Côté, MP, Parliamentary Assistant to the Minister of Labour, at the 123rd session of the ILO Governing Body. Mr. Côté was government delegate and Mr. Goulet the substitute delegate.

member of the Committee of Experts on Indigenous Labour. Herbert Marshall, Dominion Statistician, was appointed a member of the Committee of Experts on the Determination of the States of Chief Industrial Importance.

The Governing Body adopted an agenda for the 38th International Labour Conference, to open at Geneva on June 1, 1955. Items included are: report of the Director-General, financial and budgetary questions, information and reports on the application of Conventions and Recommendations, welfare facilities for workers, vocational training in agriculture, and second discussion of vocational rehabilitation for the disabled, migrant workers (under-developed countries), and penal sanctions for breaches of contract of employment.

Canada was represented at the session by Paul Emile Côté, MP, Parliamentary Assistant to the Minister of Labour, and Paul Goulet, Assistant to the Deputy Minister of Labour and Director of the ILO Branch, Department of Labour. K. D. McIlwraith of the Canadian Permanent Delegation to the European Office of the United Nations acted as adviser to the Canadian delegates.

Presiding over the session was Dr. A. M. Malik, Pakistan Minister of Labour, Health and Work.

The session was attended by representatives of 16 government members, eight worker members and eight employer members.

The 124th session of the Governing Body will be held at Geneva, March 9-12.

UN Wants *Ad Hoc* Committee's Report tak n up As "Matter of Urgency" by ECOSOC and ILO

A resolution asking that the report of the UN-ILO Committee on Forced Labour be taken up as a "matter of urgency" by both the United Nations' Economic and Social Council and the International Labour Organization at their forthcoming meetings was adopted December 7 by the UN General Assembly.

The vote was 40 to 5, with 12 abstentions. Canada voted in favour of the resolution's adoption.

Canada's speech in the debate on the resolution was delivered by Mrs. A. L. Caldwell. Pointing out that the resolution was "of a procedural character" since the report of the *Ad Hoc* Committee was not officially before the Assembly, she stated that it was unnecessary and "unwise" for detailed debate either on the contents of the report or on the "more controversial" parts of the *Ad Hoc* Committee's findings.

"There are, of course, certain facts which have emerged," she continued, "in the course of the last few years with regard to forced labour, facts which are now beyond dispute, if not beyond controversy. These facts do not depend on the conclusions or findings of the *Ad Hoc* Committee; they emerge clearly from the legislation and from the policies of the governments concerned."

Mrs. Caldwell continued:—

It is, for example, a simple statement of fact that "forced labour camps" exist in Czechoslovakia. Section 36 of Act No. 86 of 1950 (the Penal Code) of that country, entitled "Committal to Forced Labour Camps," expressly refers to and recognizes the existence of "forced labour camps" as places to which persons 18 years of age and over, *after completing their full* sentence of temporary deprivation of liberty, may be committed for additional periods of so-called "re-education" for as long as three months to two years (pp. 228-229 of *Ad Hoc* Committee Report: see also p. 34)....

I have just one example—a factual example which depends in no way on the right of the *Ad Hoc* Committee for its authenticity—to indicate that forced labour policies do in fact exist in certain countries of the world. I could give many other factual examples. It is these facts, and these alone, rather than the welter of irrelevant considerations that have been introduced in this debate that should be foremost in the minds of members of this Committee when they vote on the resolution now before us.

May I say a word in conclusion, Mr. Chairman, as to the reasons for urgency in this matter.

Why does the Canadian Delegation consider that action on the report of the *Ad Hoc* Committee is "a matter of urgency" as stated in the words of paragraph 7 of the draft resolution now before us? This, Mr. Chairman, is the crux of the problem which we are now considering: and the reason for urgency, in our opinion, lies in the simple fact that this problem of forced labour has become worse, not better, in the years since the Economic and Social Council first took cognizance of it. Why do I say this, Mr. Chairman? The problem of forced labour was first brought to the attention of the Economic and Social Council at its sixth session in 1948: in the six-year period 1948-1953 no less than six important nations of the world—some of them members of the United Nations—containing within their boundaries between 200 and 300 millions of peoples have passed legislation establishing and extending by law, under the guise of penal codes and labour codes and other enactments, systems of forced labour, which affect ever-increasing numbers of once-free people. Once again these are not matters of opinion: they are simple matters of fact as shown in the *Ad Hoc* Committee's report. The references to these numerous enactments and the dates on which they were passed are plainly stated and documented. In many areas during the past few years since the United Nations came into existence, humanity has pushed forward the frontiers of freedom; but in the field of forced labour in 1948, in 1949, in 1950, in 1951 and 1952, humanity has marched backwards. These are the hard facts which give to this problem a sense of urgency which no delegation, sensitive to the sufferings of millions of our fellow human beings, can afford to ignore. These are the considerations which are foremost in the minds of the Canadian Delegation in voting for paragraph 7 of the resolution now before us.

Canada Ratifies Amendment to ILO Constitution

Canada's instrument of ratification of the amendment of the ILO Constitution, adopted by the International Labour Conference at its 36th session last June (L.G., Aug 1953, p. 1145), was delivered to ILO Director-General David A. Morse on November 24 by Paul Emile Côté, Parliamentary Assistant to the Minister of Labour. The Canadian ratification was the eighth received by the ILO up to that time.

Expressing his pleasure that Canada had been able to deliver its instrument of ratification so expeditiously, Mr. Morse said he was now optimistic that the required number of ratifications would be received in time to permit the amendment to the Constitution to come into force before the next session of the Conference in June this year.



The December issue of *Teamwork in Industry*, published by the Department, was devoted to safety and the work of LMPC safety sub-committees. The issue discussed safety from the viewpoint of labour-management production committees and contained information and ideas designed to be helpful to LMPCs.

* * *

Safety work has played an important part in the activities of the labour-management production committee at the Ottawa and Hull mills of the E.B. Eddy Company. In 1945, the company had one of the worst safety records in Canada, and its Ottawa mill the poorest safety record in Ontario. In 1950 and 1951, the Ottawa mill had the best safety record in the province. Between 1945 and 1947, the accident frequency rate in the Ottawa mill dropped 400 per cent, and in the Hull mill nearly 300 per cent. In the same period there was an 800-per-cent decrease in the number of days lost through accidents.

Much of the credit for this success belongs to the departmental committees, which devote a considerable part of each meeting to safety. Sharing in both the work and the credit are the safety department, under a full time safety superintendent, and the special plant-wide safety committee. This committee is made up of the manager of manufacturing, the operating heads of departments, the departmental superintendents (who also serve as chairman of the departmental committees), the foremen, union presidents, and the safety superintendent. This group holds periodic meetings and is concerned with safety campaigns, the review of accidents, the elimination of hazards, planning and the like.

Numerous devices are used to stress safety. Each department has a special safety bulletin board, which is used to carry safety messages and posters, specially ordered for the purpose. Safety boards showing the number of days without a loss-time accident are erected at various locations. These have recently been supplemented by illuminated signs carrying safety slogans.

As part of this intense and continuous safety program, foremen who have maintained good safety records are awarded special buttons. The employees participate in a safety slogan contest. The custom is to display a slogan for some time, remove it, and then select some employee at random and ask him to recall it. If he does he receives $5. In addition the company makes extensive use of safety films.

The employee bargaining agents co-operating in this extensive safety program are: Local 34, International Brotherhood of Paper Makers; Local 50, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; and Local 412, International Association of Machinists.

* * *

All safety matters on a large construction project in Ontario have been placed under LMPC control. This project has a system of divisional committees and on each, elected employee representatives, divisional foremen, union stewards, the divisional construction superintendent, and divisional safety superintendent make up the committee on safety matters. Over this divisional set-up is a joint central safety committee which passes on policy decisions from divisional committees. In co-operation with the bargaining agent on the job, the central committee has adopted a policy whereby disciplinary action can be taken against any employee wilfully or repeatedly failing to comply with safety rules. If, after careful examination of all facts, this is proved, the employee is subject to suspension. On the other hand, any employee who is known to have averted an accident is sent a letter of commendation.

* * *

Another LMPC has extended its safety campaign to include not only employees but their families. The plant paper, in co-operation with the LMPC, sponsors a safety-slogan contest. Each week an employee's name is drawn, and if he is a married man, his wife is asked to give the weekly safety slogan, printed in the paper. She receives an award of $5 if she is able to do so. If not, the prize money is added to the award for the next week. This plan helps to increase safety consciousness of both employees and their families.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

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Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during November. The Board issued five certificates designating bargaining agents, rejected one application for certification, and ordered one representation vote. During the month, the Board received three applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. Mayo District Mine, Mill and Smelter Workers Local Union No. 924, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of mine and mill employees of Mackeno Mines Limited, Keno City, Y.T. (L.G., Dec. 1953, p. 1769).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. United Packinghouse Workers of America, Local 396, on behalf of a unit of plant employees of The Ogilvie Flour Mills Co., Limited, employed at Edmonton, Alta. (L.G., Dec. 1953, p. 1769).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by Hall Corporation of Canada, Montreal (L.G., Nov. 1953, p. 1627).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by N. M. Paterson & Sons Limited, Fort William, Ont. (L.G., Dec. 1953, p. 1769).

5. Mayo District Mine, Mill and Smelter Workers Local Union No. 924, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of United Keno Hill Mines Limited, Elsa, Y.T., comprising employees of the mining and milling operations and transport, warehouse and road maintenance operations of the company (L.G., Dec. 1953, p. 1769).

Application for Certification Rejected

Building Service Employees' International Union, Local 298, applicant, and Canadian Broadcasting Corporation, respondent, and Association of Radio and Television Employees of Canada, intervener. The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Dec. 1953, p. 1769).

Representation Vote Ordered

Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 of the Hotel and Restaurant Employees' and Bartenders' International Union, applicant, and Whitehorse Hotels Limited, Whitehorse, Y.T., respondent (cocktail lounge and tavern employees) (L.G., Oct. 1953, p. 1474).

Applications for Certification Received

1. National Catholic Syndicate of Longshoremen of Ha! Ha! Bay, Inc., on behalf of a unit of employees of Saguenay Terminals Limited, employed at Port Alfred, Que. (Investigating Officer: C. E. Poirier).

2. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed aboard vessels operated by Northland Navigation Co. Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

3. Maintenance Workers' Federal Union, Local 493 (TLC), on behalf of a unit of machinists, fitters and helpers employed by the British Columbia Coast Steamship Service, Canadian Pacific Railway Company, at Victoria, B.C. (Investigating Officer: D. S. Tysoe).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November the Minister of Labour appointed conciliation officers to deal with the following disputes:—

(1) Canadian Pacific Air Lines, Limited and Canadian Air Line Navigators Association (Conciliation Officer: D. S. Tysoe).

(2) Eldorado Mining and Refining Limited (Beaverlodge Operation) and Beaverlodge District Mine, Mill and Smelter Workers, Local 913, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: R. H. Hooper).

(3) National Harbours Board, Saint John, N.B., and National Harbours Board Employees Federal Union No. 24 (Conciliation Officer: H. R. Pettigrove).

(4) Shipping Federation of Canada, Inc., and Local 273, International Longshoremen's Association, Saint John N.B. (Conciliation Officer: H. R. Pettigrove).

Settlements Reported by Conciliation Officers

(1) Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Airline Flight Attendants' Association (Conciliation Officer: G. R. Currie). (L.G., June 1953, p. 873.)

(2) Vancouver Barge Transportation Limited and International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie). (L.G., Dec. 1953, p. 1770.)

(3) Vancouver Barge Transportation Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie). (L.G., Nov. 1953, p. 1628.)

Conciliation Board Reports Received

During November the Minister received the Report of the Board of Conciliation and Investigation established in June to

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deal with matters in dispute between the Quebec Railway, Light and Power Company and the National Catholic Transport Brotherhood of Quebec, Inc. (L.G., Aug. 1953, p. 1156). Text of the Board's Report is reproduced below.

During the same month the Minister received the Report of the Board of Conciliation and Investigation established in June to deal with matters in dispute between the Quebec Railway, Light and Power Company and the Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc. (L.G., Aug. 1953, p. 1156). Text of the Board's Report is reproduced below.

Conciliation Boards Appointed

(1) Shipping Federation of British Columbia (Port of Vancouver, New Westminster, Chemainus and Port Alberni) and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503 and 508 (L.G., Dec. 1953, p. 1770). The Board had not been fully constituted at the end of the month.

(2) CKOY Limited, Ottawa, and National Association of Broadcast Engineers and Technicians (L.G., Dec. 1953, p. 1770). The Board had not been fully constituted at the end of the month.

Report of Board in Dispute between

Quebec Railway, Light and Power Company

and

National Catholic Brotherhood of Transport Employees of Quebec, Inc.

(Translation)

To the Hon. Minister of Labour
Parliament Buildings
Ottawa

Mr. Minister:

The present Board of Conciliation was set up on July 22, 1953. Jacques Dumoulin, QC, of Quebec, was appointed a member of the Board at the suggestion of the Company and Marcel Bélanger, CA, of Quebec, at the suggestion of the Brotherhood. On the recommendation of the two parties, Maurice Lamontagne, MA, of Quebec, was appointed Chairman of the Board.

The members of the Board were sworn in on August 11, 1953, and began their sittings immediately. While making haste to speed up their work, their primary concern was to give each party complete freedom to express its point of view and to leave nothing undone which would bring about unanimity among themselves and an understanding between the parties. The Board's efforts were not in vain, for it is now in a position to present a unanimous report. This was mainly the reason why it was unable to present its recommendations at the end of the period provided by law. It would be well to mention, however, that each time an extension of time was obtained, it was first of all accepted by both parties.

The Board wishes to congratulate and to thank the Company and the Brotherhood, whose spirit of co-operation was a wonderful help. Both parties made an honest attempt to put forward their point of view without animosity, stressing on several occasions the identity of their objectives.

It might also be pointed out that, since this report is unanimous, the Board did not consider it necessary to give details for all the reasons behind its recommendations. It quite often happens that the members of a Board of Conciliation have different reasons for reaching the same conclusions. Unanimity is then limited to the recommendations, and agreement between the parties, which is the ultimate aim in view, would certainly not be facilitated if each member of the Board were to set forth his personal reasons for suggesting such and such a recommendation. Finally, this report does not contain a résumé of the point of view of the parties, since this was set forth in detail in the briefs placed on file.

In November 1953, the Minister of Labour received the reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between (1) National Catholic Brotherhood of Transport Employees of Quebec, Inc.; (2) Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc.; and the Quebec Railway, Light and Power Company.

Both Boards were under the Chairmanship of Maurice Lamontagne, Quebec, who was appointed by the Minister on the joint recommendation of the other members of the Boards. The nominee of the Company to both Boards was Jacques Dumoulin, Quebec; the union nominee to both Boards was Marcel Bélanger, also of Quebec.

The report of the Board which dealt with the dispute affecting the National Catholic Brotherhood of Transport Employees of Quebec, Inc., and the Company was unanimous. The report of the Board which dealt with the dispute affecting the Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc., and the Company was signed by the Chairman and Marcel Bélanger, the nominee of the union. The minority report was signed by Jacques Dumoulin, nominee of the Company. The majority report under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board.

The texts of the Boards reports are reproduced herewith.

A. Requests made by the Brotherhood and by the Company

We shall list the requests made by both parties, as expressed in their respective briefs.

a. *The Brotherhood's Requests*

I. *Hours of Work*

The regular work day shall be eight (8) hours, and the regular working week shall be forty (40) hours. Every employee is entitled to a weekly holiday of two (2) consecutive days.

II. *Paid Holidays*

Christmas, New Year's Day, Good Friday, St. John the Baptist's Day, Labour Day and Confederation Day shall be considered holidays, and each employee shall receive his regular wages for those days if he does not work and double time for all work he does on those days.

III. *Signing for Runs*

(a) Signing for runs shall take place about every three months. No change shall be made in the said runs during the period covered by the signatures unless agreement has been reached with the representatives of the Brotherhood.

(b) Before the lists of runs have been posted in the depots, the representatives of the Brotherhood shall be informed, and the drawing up of the lists of runs shall be subject to negotiations between the representatives of the Company and those of the Brotherhood.

IV. *Wages*

Each category of employees shall receive a 20 per cent wage increase.

V. *Overtime*

All work in excess of eight (8) hours per day or forty (40) hours per week shall be considered overtime, and time and a half (1½) shall be paid in each wage category.

VI. *Extra Employees*

(a) Any extra employee who reports at one of the four daily relief periods shall receive for so doing, if he is not given work, one hour's wages at his regular rate, that is four (4) hours' wages if he has reported, without being given work, at the four (4) daily relief periods ending at six (6) p.m.

(b) If it happens that an extra is called on to do work beginning after six (6) p.m., he shall receive four (4) hours' wages, for reporting at all daily relief periods, in addition to the time worked, with a minimum of four (4) hours.

VII. *Pay Day*

Employees shall be paid every Thursday during working hours. If pay day falls on a holiday, they shall be paid the day before.

b. *The Company's Requests*

(i) *City Service*

I. *Check-off*

Clause V, Section "b", Paragraph 1, of the present collective agreement, add after "such a deduction" the following—

> "authorization must be given for a definite amount and on a form approved of by the Company".

II. *Work Periods*

Replace Clause XVI by the following:—

(a) "On ordinary week days the length of the work periods shall not exceed four

and three-quarters ($4\frac{3}{4}$) hours for day runs and five and a half ($5\frac{1}{2}$) hours for relief runs."

(b) "On Sundays and holidays the length of the work periods shall not exceed six and a half ($6\frac{1}{2}$) hours."

III. *Cancellation or Shortening of Primary Runs*

Clause XVII, Section 2. Read the last sentence as follows:—

> "In both cases, and until the next signing for runs, he shall be paid for at least the minimum number of hours' work provided for the primary runs."

IV. *Wages*

Clause XVIII, Section 6—Extra Employees. Replace this section by the following:—

The extra employee shall be paid for at least seventy-two (72) hours' work per pay period (14 days including 12 working days). This number of hours shall be reduced by six (6) hours each time he is absent or loses his turn. Being absent or losing one's turn more than twice during a pay period will put an end to any guaranteed minimum number of hours' work and the employee will be paid only for the time worked. Extras shall be divided into two categories: day—compulsory reporting periods at 5 a.m. and 12 p.m.—and relief —compulsory reporting periods at 9 a.m. and 4 p.m.

V. *Wages*

Clause XVIII, Section 7, Period of Inactivity. Add the following: "In carrying out work which entails a period of inactivity at the garage, except in case of breakdown, the employee shall receive half the usual rate for his wage category for such a period of inactivity."

VI. *Clothing*

Clause XXVI. Replace this clause by:—

The Company shall provide for all its bus drivers with at least two (2) years' service, without expense:

(a) *Every year:* three shirts, two ties and one summer cap with band.

(b) *Every two years:* one tunic and three pairs of trousers.

(c) *Every four years:* either a winter overcoat or an in-between coat as the employee wishes.

(ii) *Tourist Service*

VII. *Wages and Hours of Work*

Replace Clause XI by the following:—

(a) "From May 15 until October 15, bus drivers and drivers acting as guides shall receive $1.05 an hour and shall be guaranteed at least ninety-six (96) hours' wages per pay period of fourteen days including twelve working days."

(b) "Ticket-sellers shall be paid at the hourly rate of $0.90 with a guarantee of ninety-six (96) hours' wages per pay period of fourteen days including twelve days' work. The Company shall also pay the ticket-sellers a commission of 0.07 on the sale of each city tour ticket and 0.13 on the sale of each Ste. Anne de Beaupré and Isle of Orleans ticket. This commission shall be distributed among the sellers as follows: to the one who makes the sale, on each city tour ticket, 0.04; on each Ste. Anne de Beaupré and Isle of Orleans ticket, 0.08. At the end of the tourist season, 0.03 on each city tour ticket and 0.05 on each Ste. Anne de Beaupré and Isle of Orleans ticket shall be distributed among all the ticket-sellers in proportion to the number of hours they worked as ticket-sellers.

VIII. *Period for Meals*

In Clause X, Section 2, strike out the second paragraph, which reads:—

"At Ste. Anne, however, a sum of money shall be given the employee to meet the cost of his meal, except for pilgrimages, and he shall also be paid for his time as though he were at work."

B. Unanimous Recommendations of the Board

a. *The Brotherhood's Requests*

I. *Hours of Work*

Union Request: The regular work day shall be eight (8) hours and the regular working week shall be forty (40) hours. Each employee is entitled to a weekly holiday of two (2) consecutive days.

In spite of the Company's constant efforts to improve its employees' working conditions, the occupation of bus driver in a city like Quebec remains none the less difficult. It calls for a number of physical and psychological qualities, requires constant attention and may entail serious responsibilities. From this point of view, the work of a bus driver is more tiring than that of a number of classes of factory workers who repeat the some operations over and over. Generally speaking, employees of the Company must now drive buses 8 hours a day for 6 days a week. Without its having been proven that this system is detrimental to the health of the worker, or that it constitutes a danger for the passengers, the Board is of the opinion that the work week should be reduced.

Moreover, a general tendency can be observed to reduce the hours of work in all sectors of industrial life in Canada, including the transport services. According to Exhibit Sa2, more than 55 per cent of manufacturing employees in the City of Quebec had the 5-day week in October 1952, while nearly 30 per cent had a normal work week of 40 hours or less.

It would seem unfair, especially in view of the requirements of their trade, for bus drivers not to participate in this movement. In the opinion of the Board, however, a reduction from 48 to 40 hours would be too quick a change and does not seem to be justified by present conditions. On the other hand, the regular 44-hour week brings up technical difficulties for the Company and does not seem to be particularly advantageous to the employees. The Board has therefore reached the conclusion that the *average* normal week of 44 hours, spread over a period of two weeks—one being 48 hours and the other 40 hours—now constitutes the most adequate system.

Nevertheless, this new system will give rise to problems of adjustment which the Company will not be able to solve immediately. For this reason, while hoping that the latter will put it into effect as soon as possible, the Board recommends that a period of not more than three months be allowed for carrying out the reduction of the hours of work.

For these reasons the Board of Conciliation makes the following unanimous recommendation to replace Paragraph (a) of Clause XV of the present agreement:—

"The regular average work week is 44 hours spread over a period of two weeks —one being 48 hours and the other 40 hours. Each employee is entitled to at least one day's holiday per week and to three days' holidays in fourteen days, two being consecutive in so far as possible. This hours of work system shall come into effect as soon as possible within the three months following the signing of the next agreement."

II. *Paid Holidays*

Union Request: "Christmas, New Year's Day, Good Friday, St. John the Baptist's Day, Labour Day and Confederation Day shall be considered holidays, and each employee shall receive his regular wages for those days if he does not work and double time for all work he does on those days."

An increased number of paid holidays constitutes another aspect of the improvement of the lot of Canadian workers. The Company opposed the request made by the Brotherhood, saying that, because of the nature of its service, it is obliged to operate even on holidays, and that it does not make any more money on those days than it does on any other day. On the other hand, the Brotherhood pointed out that Montreal bus drivers had 4 holidays for which they received time and a half for time worked and 4 others for which they received time and a quarter. Besides this, employees in Ottawa receive double time on 2 holidays and time and a quarter on Sundays and on 6 holidays.

The Board was unable to see any difference between an urban transport company and an ordinary company from the point of view of the financial charges occasioned by paid holidays. It cannot see why bus drivers could not participate in the advantages enjoyed by their fellow-workers in other industries in this field, taking into account, of course, the other benefits they are already receiving and the financial capacity of the Company.

In view of these conditions and the other suggestions contained in this report; the Board does not feel that it should go beyond the following recommendations, which may be added to Clause XVII:—

> "Time and a quarter shall be paid for all work done on Christmas and New Year's Days."

III. *Signing for Runs*

Union Request: "(a) Signing for runs shall take place about every three months. No change shall be made in the said runs during the period covered by the signatures unless agreement has been reached with the representatives of the Brotherhood.

"(b) Before the lists of runs have been posted in the depots, the representatives of the Brotherhood shall be informed, and the drawing up of the lists of runs shall be subject to negotiations between the representatives of the Company and those of the Brotherhood."

This request concerns the frequency of the signing for runs on the one hand and the drawing up and changing of the runs themselves on the other.

It is recognized by both parties that, in view of the demands of traffic, signing for runs cannot be carried out at regular intervals. The Brotherhood and the Company also recognize the fact that this signing should not be too frequent.

The Brotherhood also requested that the drawing up and the changing of runs be made the subject of negotiations between the parties. The evidence showed that the

Company had not abused its rights in this field, and that it had, on the contrary, always tried to take the interests of the worker into consideration, making allowance for the requirements of traffic. Moreover, the task of drawing up the runs is so complicated, and brings up so many technical problems, that it would be difficult to share it and to make it the subject of negotiations.

Then again, it cannot be denied that the drawing up and the changing of runs directly affect the bus drivers' working conditions. Moreover, the practical experience the drivers have had in this field would enable them to make useful suggestions to the Company's experts. Finally, the experts would no doubt contribute to the maintenance of good relations with the employees if they could explain the drawing up of the new runs or the desirable changes to be made during a meeting with the representatives of the Brotherhood.

For all these reasons, the Board unanimously rejects request as worded by the Brotherhood.

However, it recommends that an eighth section be added to Clause XVII, consisting of two paragraphs as follows:—

a. *"As far as possible, signing for runs shall take place every three months, without, however, interfering with the Company's freedom of action.*

b. *"The representatives of the Brotherhood may make suggestions to the Company concerning the changing of a run and the drawing up of a signing for runs; the Company shall study them but shall not be obliged to accept them."*

IV. *Wages*

Union Request: "Each category of employees shall receive a 20 per cent wage increase."

The Brotherhood attempted to justify this request by comparing the wages earned by its members with those of Montreal and Ottawa bus drivers. Thus it was noted that the maximum hourly rate is $1.22 at Quebec, $1.38 at Ottawa and $1.40 at Montreal.

In order to justify these comparisons, the Brotherhood took as a basis, among other things, the following extract from the report of the Conciliation Board which dealt with the dispute between the same parties in 1949:—

"Other factors, however, must be taken into consideration. These other factors are, in the first place, the wage rates paid in other comparable concerns. No satisfactory point of comparison can be found in our Province, but elsewhere it can be seen that the most generally prevalent rate for cities of comparable size is $1 an hour. This is the rate in force in Winnipeg, Sault Ste. Marie and Ottawa, by virtue of a recent agreement. In these cities, it is true, the difference between the initial rate and the maximum rate is much less than in Quebec. In return, it must be noted that the average earnings of other workers at Quebec is appreciably lower than in these other cities. This divergence is, to a large extent, justified."

Without recognizing any absolute value in these comparisons, they should certainly be taken into account when appraising the wages now being paid to Quebec bus drivers.

On the other hand, the Company showed that the average weekly income of bus drivers at Quebec is now about 23 per cent higher than the general average wage paid in the city. It should not be forgotten, however, that the average wage paid industrial workers on the whole in the City of Quebec has increased by nearly 70 per cent since 1946, while the bus drivers' average wage has increased by only 48·8 per cent. In this respect, therefore, the lot of the bus driver has not improved during this period.

Finally, the Board, in evaluating the bus drivers' wages, is taking into consideration its recommendation concerning the reduction of the hours of work. Without attributing an absolute value to the principle of full compensation, it must be recognized that this is generally applied. The Board cannot see any reason for making an exception in this case.

It will be noted further on that the wage increase recommended by the Board is expressed in terms of percentages, which seems preferable to absolute uniform increases, since it makes it possible to maintain the value of the differential between the three wage categories.

Finally, the problem of retroactivity remains to be settled. The last collective agreement signed by the parties expired on June 1, 1953. The improvements in working conditions which the Board now considers justified have, as a matter of fact, been justified since the beginning of June last. Besides this, the retroactivity rule is currently applied by Boards of Conciliation and Arbitration. On the other hand, the Board does not feel that it should recommend full retroactivity in this case. If the parties had agreed with regard to the reduction in the hours of work at the time the last agreement expired, the Company would nonetheless have had a period of three months to effect this

adjustment. Moreover, it would not seem fair to make one or other of the parties suffer the entire consequences of the delays required by our conciliation procedure. The Board is therefore of the opinion that retroactivity should be granted as of September 1, 1953.

Consequently, the Board makes the following recommendation:—

"Present wage rates shall be increased by about 9 per cent, or, more precisely, shall be set at $1.11, $1.22 and $1.33 respectively. The increases shall be granted as of September 1, 1953. So that there may be no decrease in the employees' weekly wages with the reduction in the working week, the increase in wage rates recommended should be paid separately by the Company until the hours of work are actually reduced. These wage increases should be paid in two instalments, one on December 1, 1953, and the other when the hours of work are reduced."

V. *Overtime*

Union Request: "All work in excess of eight (8) hours per day or 40 hours per week as overtime, and time and a half (1½) shall be paid in each wage category."

In determining a regular work week, overtime should, normally, be calculated on a weekly basis. However, according to the recommendation of the Board, the work week will be alternately 48 hours and 40 hours. Under these conditions, it becomes impossible to measure overtime on the basis of a weekly period.

On the other hand, it must be recognized that working hours in the transport services cannot be determined as definitely and regularly as in other industries. Thus there may be regular runs which will almost inevitably exceed the normal hours of work. Such runs cannot be considered as overtime work. The Company should therefore be given a certain amount of margin in the calculation of overtime.

For these reasons, the Board has arrived at the following recommendation:—

"All work in excess of 90 hours in two weeks (14 days including 11 working days) shall be considered as overtime and time and a half shall be paid in each wage category for such work. However, overtime shall be counted only after 100 hours until such time as the hours of work are reduced to 44."

VI. *Extra Employees*

Union Request: "(a) Any extra employee who reports at one of the four daily relief periods shall receive for so doing, if he is not given work, one hour's wages at his regular rate, that is four (4) hours' wages if he has reported, without being given work, at the four (4) daily relief periods ending at six (6) p.m.

"(b) If it happens that an extra is called on to do work beginning after six (6) p.m., he shall receive four (4) hours' wages, for reporting at all daily relief periods, in addition to the time worked, with a minimum of four (4) hours."

If it is considered that an employee deserves an hour's wages for reporting at a relief period without being given work, it is only normal that he be granted wages for as many hours as the number of times he reported in vain to wait for work to be assigned to him. On the other hand, the 4-hour minimum requested by the Brotherhood seems exaggerated.

The Board therefore recommends that the section of Clause XVIII of the agreement be changed to read as follows:—

"Every extra employee who is present at the four relief periods shall receive for this, if he has not been granted work during the entire day ending at 6.30 p.m., four (4) hours' wages. If it happens that an extra is called on to do work beginning after 6.30 p.m., he shall receive three (3) hours' wages for reporting at all relief periods, in addition to the time worked, with a minimum of two hours."

VII. *Pay Day*

Union Request: "Employees shall be paid every Thursday during working hours. If pay day falls on a holiday, they shall be paid the day before."

In view of the recommendations of the Board concerning the normal work week and the calculation of overtime, it becomes almost impossible to set a weekly pay day. This would be a source of inconvenience for both parties. The Board therefore recommends:—

The maintenance of Clause XXI as it is worded in the last agreement.

b. *The Company's Requests*

(i) *City Service*

I. *Check-off*

The Company's Request: "Clause V, Section "b", Paragraph 1, of the present collective agreement, add after 'such a deduction' the following: 'authorization must be given for a definite amount and on a form approved of by the Company'."

The Board noted that the union dues had varied several times during the last year, but that there had no doubt been an abnormal situation. It is of the opinion that such frequent changes are not in the

interests of the parties concerned, and it draws the attention of the Brotherhood to this point.

The Board recommends that the following be added to Paragraph 1, Section "b" of Clause V of the present agreement:—

"Authorization must be given on a form approved of by both parties, and for an amount varying as little as possible during the lifetime of the agreement."

II. *Work Periods*

The Company's Request: "Replace Clause XVI by the following:—

"(a) On ordinary week days the length of the work periods shall not exceed four and three-quarter ($4\frac{3}{4}$) hours for day runs and five and a half ($5\frac{1}{2}$) hours for relief runs."

"(b) On Sundays and holidays the length of the work periods shall not exceed six and a half ($6\frac{1}{2}$) hours."

Lengthy discussions were held on this point during the investigation. The Company claimed that its principal objective in making this request was to improve working conditions for its employees and to have a practice which already existed recognized in the text of the agreement itself. The Brotherhood, on the other hand, opposed this request, stating that the periods suggested were too long. At a later stage in the inquiry, the Company submitted as Exhibit (Ca33) a scheme for distributing Sunday work provided for by the present agreement.

It should be recognized that, if this scheme is applied, the bus drivers will have to come back to work more often and their meal hours will perhaps be less regular. However, as there cannot be any ideal system in this field, as the Company seems indifferent in the matter, and as the scheme which it submitted almost entirely eliminates long periods, which is just what the Brotherhood wants, the Board is of the opinion that this system should be applied.

On the other hand, as past experience has shown, the existence of certain exceptions is almost inevitable in week-day work as well as on Sundays. In order to regularize these few cases and to recognize in the text of the agreement the practice which the parties have so far followed, the Board recommends that the text of Clause XVI of the present agreement be changed to read as follows:—

"Except in cases where there is agreement between the parties (a) the length of the work periods for day runs shall not exceed four and a half ($4\frac{1}{2}$) hours; (b) the length of the work periods for relief runs shall not exceed five and a quarter ($5\frac{1}{4}$) hours."

The Board is of the opinion that it will always be time when the inevitable exceptions become too numerous to recognize the need for a change in the length of the work periods.

III. *Cancellation or Shortening of Primary Runs*

The Company's Request: Clause XVII, Section 2. Read the last sentence as follows: "In both cases, and until the next signing for runs, he shall be paid for at least the minimum number of hours' work provided for the primary runs."

The effect of this request by the Company would be to replace the guaranteed length of each primary run for the duration of the signing, as is the case at present, by a class guarantee. During the investigation the Company admitted that the present system of guarantees represented a very trifling financial burden, and that its principal inconvenience was chiefly of an administrative nature.

On the other hand, it must be recognized that this request of the Company might cause loss of wages for certain employees, and that it might in certain cases restrict the advantages which the employees have been deriving from the application of the right of seniority which has been recognized for a long time.

The Board therefore recommends:—

The maintenance of the present guarantee in cases of cancellation or shortening of the primary runs.

IV. *Extra Employees*

The Company's Request: Clause XVIII, Section 6—Extra Employees. Replace this section by the following: "The extra employee shall be paid for at least seventy-two (72) hours' work per pay period (14 days including 12 working days). This number of hours shall be reduced by six (6) hours each time he is absent or loses his turn. Being absent or losing one's turn more than twice during a pay period will put an end to any guaranteed minimum number of hours' work and the employee will be paid only for the time worked.

"Extras shall be divided into two categories: day—compulsory reporting periods at 5 a.m. and 12 p.m.—and relief—compulsory reporting periods at 9 a.m. and 4 p.m."

The Company's brief stated: "This request by the Company really constitutes an offer, which it considers fair and reasonable, with respect to the extras". Since, after all, this is an offer on the part of the Company, and since, on the other hand, the Brotherhood strongly opposed it during the inquiry, it is rather difficult for

the Board to accept it. Since the Company is convinced that its suggestion would result in improving the lot of the extras, it should now persuade the representatives of the Brotherhood to that effect. Only direct discussions with the latter could lead to a successful issue.

For the time being, the Board feels that its recommendation concerning remuneration for reporting without obtaining work at relief periods is more justified than the offer made by the Company. It therefore recommends in this connection:—

The maintenance of Section (6) of Clause XVIII with the two changes previously suggested.

V. *Period of Inactivity*

The Company's Request: Clause XVIII, Section 7, Period of Inactivity. Add the following: "In carrying out work which entails a period of inactivity at the garage, except in case of breakdown, the employee shall receive half the usual rate for his wage category for such a period of inactivity."

The Board does not consider this request justified. When an employee is obliged to remain at his employer's disposal at his place of work, he is entitled to his regular wages whether he has work to do or not.

The Board therefore recommends:—

The maintenance of the present system with regard to periods of inactivity.

VI. *Clothing*

The Company's Request: Clause XXVI. Replace this clause by: "The Company shall provide for all its bus drivers with at least two (2) years' service, without expense: (a) *Every year:* three shirts, two ties and one summer cap with band. (b) *Every two years:* one tunic and three pairs of trousers. (c) *Every four years:* either a winter overcoat or an in-between coat as the employee wishes."

The Board might have been convinced that the present system should be changed if the Company had proved that the distribution of uniforms had taken place too frequently so far and that it was leading to abuses. Since this fact was not proved, and since the Board has no other criterion for judging the matter, it recommends:—

The maintenance of the present Clause XXVI concerning the distribution of uniforms to the employees.

(ii) *Tourist Service*

VII. *Wages and Hours of Work*

The Company's Request: Replace Clause XI by the following:—

"(a) From May 15 until October 15, bus drivers and drivers acting as guides shall receive $1.05 an hour and shall be guaranteed at least ninety-six (96) hours' wages per pay period of fourteen days including twelve working days."

"(b) Ticket-sellers shall be paid at the hourly rate of $0.90 with a guarantee of ninety-six (96) hours' wages per pay period of fourteen days including twelve working days."

"(c) Ticket-sellers shall be paid at the hourly rate of $0.90 with a guarantee of ninety-six (96) hours' wages per pay period of fourteen days including twelve days' work. The Company shall also pay the ticket-sellers a commission of 0.07 on the sale of each city tour ticket and 0.13 on the sale of each Ste. Anne de Beaupré and Isle of Orleans ticket. This commission shall be distributed among the sellers as follows: to the one who makes the sale, on each city tour ticket, 0.04; on each Ste. Anne de Beaupré and Isle of Orleans ticket, 0.08. At the end of the tourist season, 0 03 on each city tourist ticket and 0.05 on each Ste. Anne de Beaupré and Isle of Orleans ticket shall be distributed among all the ticket-sellers in proportion to the number of hours they worked as ticket-sellers."

The Board is of the opinion that employees of the tourist service should receive the same treatment as those in city service. For the reasons indicated above, it therefore grants drivers acting as guides and ticket-sellers the same wage increases as other employees, but it suggests that their work guarantee be reduced in proportion to the reduction in the normal work week of city service employees.

The Board therefore recommends that Clause IX of the tourist service employees' agreement be changed to read as follows:—

"(1) *From May 1 to October 31, bus drivers and drivers acting as guides shall be paid an hourly wage of $1.14 and shall be guaranteed at least 100 hours' wages per period of 14 days including 11 days' work.*

"(2) *Ticket-sellers shall be paid an hourly wage of 0.99 with a guarantee of 100 hours' wages per pay period of 14 days including 11 days' work. Moreover, each ticket-seller shall receive a 3 per cent commission in the value of the tickets he himself sells, and in addition, at the end of the season, a 2 per cent commission on the total value of the tickets sold by these same ticket-sellers shall be distributed to them in proportion to the number of hours they worked as ticket-sellers."*

VIII. *Period for Meals*

The Company's Request: In Clause X, Section 2, strike out the second paragraph, which reads: "At Ste. Anne, however, a sum of money shall be given the employee to meet the cost of his meal, except for pilgrimages, and he shall also be paid for his time as though he were at work."

It is generally recognized that when an employee has to eat outside the city where he lives, because of the requirements of his work, the employer must pay for his meals.

The Board therefore recommends:—

The maintenance of the second paragraph of Clause X of the present agreement.

All of which is respectfully submitted.

(Sgd.) Maurice Lamontagne,
Chairman.

(Sgd.) Jacques Dumoulin,
Member.

(Sgd.) Marcel Bélanger,
Member.

Quebec, October 30, 1953.

Report of Board in Dispute between

Quebec Railway, Light and Power Company

and

Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc.

(Translation)

To the Hon. Minister of Labour
Parliament Buildings
Ottawa

Mr. Minister:

The present Board of Conciliation was set up on July 22, 1953. Jacques Dumoulin, QC, of Quebec, was appointed a member of the Board at the suggestion of the Company and Marcel Bélanger, CA, of Quebec, at the suggestion of the Syndicate. On the recommendation of the two parties, Maurice Lamontagne, MA, of Quebec, was appointed Chairman of the Board.

The members of the Board were sworn in on August 11, 1953, and began their sittings immediately. While making haste to speed up their work, their primary concern was to give each party complete freedom to express its point of view and to leave nothing undone which would bring about unanimity among themselves and an understanding between the parties. This was mainly the reason why it was unable to present its recommendations at the end of the period provided by law. It would be well to mention, however, that each time an extension of time was obtained, it was first of all accepted by both parties.

The Board wishes to congratulate and to thank the Company and the Syndicate, whose spirit of co-operation was a wonderful help. Both parties made an honest attempt to put forward their point of view without animosity, stressing on several occasions the identity of their objectives.

It might also be pointed out that the Board did not consider it necessary to give details for all the reasons behind its recommendations. It quite often happens that the members of a Board of Conciliation have different reasons for reaching the same conclusions. Unanimity is then limited to the recommendations, and agreement between the parties, which is the ultimate aim in view, would certainly not be facilitated if each member of the Board were to set forth his personal reasons for suggesting such and such a recommendation. Finally, this report does not contain a résumé of the point of view of the parties, since this was set forth in detail in the briefs placed on file.

The following recommendations are those which were agreed upon by the chairman of the board and the member appointed by the syndicate. Unfortunately, even after renewed attempts, it has been impossible for us to attain unanimity and, consequently, the member appointed by the company will submit a minority report under his own name.

A. Requests made by the Syndicate and by the Company

We shall list below the requests made by both parties, as expressed in their respective briefs.

a. The Syndicate's Requests

I. *Section 5—Union Security*

All employees subject to this agreement shall, as a condition of employment, maintain membership in the Syndicate. Those who are not at present members must join within thirty (30) days following the effective date of this agreement.

The employer reserves the right to hire whomever he wishes, but new employees subject to this agreement must join the Syndicate within thirty (30) days following the date of hiring.

Should an employee resign from the Syndicate during the lifetime of the agreement, the Secretary of the Syndicate shall advise the employer in writing, and the latter shall, within the following fifteen (15) days, discharge the employee unless he becomes a member of the Syndicate before the expiration of the aforesaid period.

II. *Section 17—Labour Relations Procedure*

A new paragraph should be added to this Section stipulating that any complaint not submitted within thirty (30) days of its known existence shall be considered barred and may not be brought up or discussed in the Relations Committee, save by consent of both parties.

III. *Section 18—Hours of Work*

Add the following words at the end of paragraphs (b) and (c) concerning rotating shifts:—

> "This half hour shall be paid for at the employee's regular rate".

IV. *Section 20—Holidays*

Add the following to the paid holidays:—Good Friday, Ascension Day, All Saints' Day and Immaculate Conception Day.

V. *Section 21—Vacations*

This Section to be amended so that three (3) weeks' vacation with pay may be granted to employees with fifteen (15) or more years' service with the employer.

VI. *Section 25—Rates of Pay*

Scale of wages to be amended by adding fifteen (0·15) cents an hour to all the rates thereon.

VII. *Section 26—Wage Differential*

This Section to be amended so that the wage differential shall read five (0·05) cents an hour instead of three (0·03) cents as it now reads.

VIII. *Section 32—Welfare*

Add a paragraph stipulating that employees shall be entitled to one day's sick leave per month without loss of pay, said days to be cumulative.

IX. *Section 35—Clothing*

This Section to be amended so that employees shall receive overalls every two years, these to be cleaned at the Company's expense.

b. The Company's Request

Clause XVIII—Hours of Work

In the first paragraph entitled "Regular Day Shift", after the words "hours of work to be as follows," read:—

> "Monday, Tuesday, Wednesday, Thursday and Friday, from 7 a.m. to 12 noon and from 1 p.m. to 4 p.m. On Saturday, from 7 a.m. to 11 a.m.

B. **Recommendations of the Board**

It may be noted that the improvements made in the past in working conditions, and particularly in the case of garage employees' wages, have been the same as those granted to the bus drivers. This similarity obtained when the parties reached an agreement through direct negotiations or after having recourse to conciliation. Furthermore, it has been recognized in all the reports of the Conciliation Boards that have so far endeavoured to offer solutions to the disputes between the parties. This precedent being well established, this Board must needs take it into consideration. That is why the main conclusions of this report have been greatly influenced by the recommendations of the Board concerning the dispute between the Company and the Brotherhood of Bus Drivers.

a. Requests of the Syndicate

I. *Section 5—Union Security*

The Syndicate's Request: All employees subject to this agreement shall, as a condition of employment, maintain membership in the Syndicate. Those who are not at present members must join within thirty (30) days following the effective date of this agreement.

The employer reserves the right to hire whomever he wishes, but new employees subject to this agreement must join the Syndicate within thirty (30) days following the date of hiring.

Should an employee resign from the Syndicate during the lifetime of the agreement, the Secretary of the Syndicate shall advise the employer in writing and the latter shall, within the following fifteen (15) days, discharge the employee unless he becomes a member of the Syndicate before the expiration of the aforesaid period.

The Syndicate therefore requests that the partial union shop clause which is part of the agreement now in effect be made a full union shop clause. The investigation showed that 6 employees already working for the Company when the partial union shop plan came into effect are not at present members of the Syndicate.

The Board finds that, although the present union security plan has its advantages, it also entails inconvenience for the Syndicate. It should also be noted that the Brotherhood of Bus Drivers already has full union security. On the other hand, the representatives of the Syndicate acknowledged that they had recently obtained the adherence of certain recalcitrant persons. Furthermore, the argument according to which an employee should not be forced to become a member of a union against his will cannot be ignored. The "Rand formula" was suggested for the express purpose of parrying that objection. Before agreeing to that plan, however, it would seem that the representatives of the Syndicate should try once again to convince those six employees that it is not fair for them to enjoy the benefits obtained by the union without contributing to its maintenance. This question should be considered again when every reasonable effort has been made in that direction.

For the moment, the Board therefore recommends that:—

Section V as worded in the current agreement be maintained.

II. *Section 17—Labour Relations Procedure*

The Syndicate's Request: A new paragraph should be added to this Section stipulating that any complaint not submitted within thirty (30) days of its known existence shall be considered barred and may not be brought up or discussed in the Relations Committee, save by consent of both parties.

Concerning this request, it has been shown that only one case had given rise to difficulties so far and that the particular circumstances of this case did not seem to warrant changing a general rule heretofore accepted by both parties. Furthermore, the Board believes that the Syndicate itself has nothing to gain by agreeing to limit the period during which it can bring a grievance to the attention of the Relations Committee.

The Board therefore recommends that:—

Section 17 of the agreement now in effect be maintained.

III. *Section 18—Hours of Work*

The Syndicate's Request: Add the following words at the end of paragraphs (b) and (c) concerning rotating shifts: "This half hour shall be paid for at the employee's regular rate".

This request corresponds to what is already in effect in many industries. On the other hand, the Company has proven that the Order covering garage employees in the Quebec area does not provide for such an advantage, which does not necessarily mean that none of those employees enjoy it.

The granting of this union request, however, would bring a fairly sharp increase in the Company's operating expenses. On the other hand, it would reduce the working time of the employees concerned without increasing their weekly pay. The Board is of the opinion that the additional amount of money which it is recommending that the Company distribute to the employees would find better use, under the circumstances, if it were devoted to increasing wage rates.

In view of the above, the Board recommends that:—

Section 18 as worded in the agreement now in effect be maintained.

IV. *Section 20—Holidays*

The Syndicate's Request: Add the following to the paid holidays: Good Friday, Ascension Day, All Saints' Day and Immaculate Conception Day.

V. *Section 21—Vacations*

The Syndicate's Request: This Section to be amended so that three (3) weeks' vacation with pay may be granted to employees with fifteen (15) or more years' service with the employer.

In view of current conditions in other industries, and with regard to bus drivers in particular, the Board does not deem it advisable in this instance to recommend the granting of these requests. The number of holidays and the length of vacations would seem sufficient at the moment. The Board therefore recommends that:—

Sections 20 and 21 as worded in the agreement now in effect be maintained.

VI. *Section 25—Rates of Pay*

The Syndicate's Request: Scale of wages to be amended by adding fifteen (0·15) cents an hour to all the rates thereon.

During the investigation, the Syndicate insisted mainly on a comparison of wages with those paid by the Ottawa Transportation Commission. The Company, on the other hand, compared the rates mainly with those contained in the Order concerning garage employees in the Quebec area.

It must also be noted that the Company has already granted a 5-cent an hour increase to all its garage employees, except servicemen. Furthermore, it has agreed to bring this increase up to 8 cents per hour

in order that the employees may create a social security fund. For the same reason, it has finally agreed to increase the wages of servicemen by 5 cents on hour.

The Board is of the opinion that the increase in the wages of garage employees should not be less than that recommended for bus drivers. The Company has, in the past, recognized the relation between the wages of these two groups of its employees. Besides, the offer made by the Company and the cost of certain other requests of the Syndicate, which the Board considers reasonable in themselves but has nevertheless rejected, form a total almost identical to the wage increase recommended below.

The Board thus comes to the following recommendation:—

Wages shall be increased by about 9 per cent so that the scale of wages shall be as follows:—

	An Hour
Journeymen A	$1.47
Journeymen B	1.25
Journeymen C	1.20
Journeymen D	1.14
Vulcanizers	1.14
Glaziers and Oilers	1.14
Journeymen Apprentices—	
4th year	0.99
3rd year	0.89
2nd year	0.84
1st year	0.78
Servicemen	1.06
Apprentices—	
2nd year	1.02
1st year	0.99
Delivery men	0.99

This new wage scale shall become effective as of September 1, 1953.

VII. *Section 26—Wage Differential*

The Syndicate's Request: This Section to be amended so that the wage differential shall read five (0.05) cents an hour instead of three (0.03) cents as it now reads.

Consideration must be given to the fact that the present wage differential of 3 cents is always paid to the rotating shift employees, whether they work day time, evening or night time. The Board is of the opinion that this night work remuneration is adequate, especially when one considers the other benefits which will be enjoyed by the employees.

The Board therefore recommends:—

The retaining of the present wage differential.

VIII. *Section 32—Welfare*

The Syndicate's Request: Add a paragraph stipulating that employees shall be entitled to one day's sick leave per month without loss of pay, said days to be cumulative.

The Board does not consider that it should give an opinion on the merits of this request, which should be discussed further between the parties and be reworded more precisely by the Syndicate. The Board therefore recommends:—

The retaining of the present clause concerning the employees' welfare.

IX. *Section 35—Clothing*

The Syndicate's Request: This Section to be amended so that employees shall receive overalls every two years, these to be cleaned at the Company's expense.

Since the employees have no contact with the public in the course of their work, the Board does not consider it necessary for the Company to supply them with uniforms free of charge. The Board therefore recommends:—

The retaining of the present clause concerning clothing.

b. The Company's Request

Clause XVIII—Hours of Work

The Company's Request: In the first paragraph entitled "Regular Day Shift", after the words "hours of work to be as follows", read:—

> "Monday, Tuesday, Wednesday, Thursday and Friday, from 7 a.m. to 12 noon and from 1 p.m. to 4 p.m. On Saturday, from 7 a.m. to 11 a.m."

The Company has admitted that such a change in the hours of work would carry certain advantages for them. Without being in a position to determine exactly the effects of this new schedule of hours of work, the Board does not consider that such a change would, in fact, be much of an improvement for the Company. On the other hand, the disadvantages accruing to the employees are sufficiently important to warrant the retaining of the present system, which has already been in force for quite some time. The Board therefore recommends:—

The retaining of the present system of distribution of the hours of work.

Respectfully submitted.

(Sgd.) Maurice Lamontagne,
Chairman.

(Sgd.) Marcel Bélanger,
Member.

Dated at Quebec, this 9th day of November, 1953.

The Hon. Minister of Labour
Parliament Buildings
Ottawa

SIR:

The Arbitration Board designated above was empowered by you on July 22 last. Marcel Bélanger, CA, of Quebec, was appointed by the Syndicate to be its member on this Board and the Company appointed me as its member.

The two conciliators subsequently agreed to submit to you that Mr. Maurice Lamontagne, deputy lecturer in the Social Science Faculty of Laval University, become Chairman of the Board.

After the 11th of August, the three arbitrators were sworn in and lost no time in debating the matter.

Both parties were always entirely free to express their respective opinions, which were nearly always divergent, but this did not prevent the inquiry from being carried out in an atmosphere of calm and perfect courtesy.

I do not think that I am contradicting the opinion of my colleagues in adding that all three of us felt rightly that the parties to the dispute were thoroughly sincere.

Certain unforeseen contingencies delayed the beginning of the discussions. We were also obliged to give way to a previous arbitration between the same company and its bus drivers' Syndicate, the hearing of which had preceded this one.

Numerous lengthy sessions were held in order to elucidate the evidence brought before us and in the hope, which did not materialize, of reaching a unanimous decision.

May I proceed, Sir, without more ado, to respectfully but briefly submit to you the principal reasons which induced me to draw up a separate report.

I shall first reproduce the Syndicate's and the Company's demands and then immediately state my conclusion and the grounds on which it is based.

A. THE SYNDICATE'S REQUEST

I. *Section 5—Union Security*

The Syndicate's Request: All employees subject to this agreement shall, as a condition of employment, maintain membership in the Syndicate. Those who are not at present members must join within thirty (30) days following the effective date of this agreement.

The employer reserves the right to hire whomever he wishes, but new employees subject to this agreement must join the Syndicate within thirty (30) days following the date of hiring.

Should an employee resign from the Syndicate during the lifetime of the agreement, the Secretary of the Syndicate shall advise the employer in writing, and the latter shall, within the following fifteen (15) days, discharge the employee unless he becomes a member of the Syndicate before the expiration of the aforesaid period.

The company's garage staff includes one hundred and one (101) employees, ninety-six (96) of whom are regular members of the Syndicate. The five (5) dissenters, four (4) of whom, I believe, have a great number of years of service to their credit, must evidently have genuine cause not to join the all but unanimous group of their fellow-workers.

I have always felt that a person must be quite as free in his labour affiliations as in all his other relations. In the state of our present legislation, I also feel that the "Rand" formula is illegal and I cannot accept the argument submitted by the Syndicate that the co-existence of this infinitesimal minority hindered or jeopardized union activities.

Finally, just by reading paragraph (a) of Clause V presently in force will show that tomorrow, or the day after tomorrow, if that clause is still in force, all the garage employees will be members of the Syndicate.

I therefore recommend without hesitation that no changes be made in the terms of union security as they appear in the collective agreement in force until June 9, 1953, and to which I shall henceforth refer as "the collective agreement" without other epithet.

II. *Section 17—Labour Relations Procedure*

The Syndicate's Request: A new paragraph should be added to this Section stipulating that any complaint not submitted within thirty (30) days of its known existence shall be considered barred and may not be brought up or discussed in the Relations Committee, save by consent of both parties.

The majority of cases which could determine the application of this request would be of a penal nature: irregularities, larceny, assault, which, coming under the Criminal Code, could not form the subject of individual contracts.

Furthermore, a restriction of that kind would work just as much against the real interests of the worker as against those of management.

Consequently, I could not recommend accepting it.

III. *Section 18—Hours of Work*

The Syndicate's Request: Add the following words at the end of paragraphs (b) and (c) concerning rotating shifts: "This half hour shall be paid for at the employee's regular rate".

This request deals with what is known as the lunch period at night.

It should be noted first that Decree No. 765, adopted June 27, 1952, and issued July 5 of the same year, relating to garage employees in the counties of Quebec, Lévis and Montmorency, which was law at the time the Board dealt with this case, does grant a thirty (30) minute rest period at night, for lunch purposes, but without pay.

The night meal is a light lunch rather than a supper. On the other hand, it was established during the investigation that the garage employees already enjoyed two fifteen-minute rest periods each day and, in addition, two five-minute (5) wash periods, which cut their actual working time, fully paid for nonetheless, by forty (40) minutes per day.

The Syndicate has unsuccessfully tried to prove that the night shift employees were quite often called upon for emergency work during that half-hour rest period. If I remember correctly, these alleged inconveniences, and the proof is far from conclusive, happened once every three weeks in winter and once every two months in summer.

In any case, the inconvenienced shift worker is compensated in time upon his return to the garage.

I find, therefore, that here again I cannot accept this request.

IV. *Section 20—Holidays*

The Syndicate's Request: Add the following to the paid holidays:—

> "Good Friday, Ascension Day, All Saints' Day and Immaculate Conception Day".

V. *Section 21—Vacations*

The Syndicate's Request: This Section to be amended so that three (3) weeks' vacation with pay may be granted to employees with fifteen (15) or more years' service with the employer.

The decree relating to the automobile industry mentioned a little while ago provides two paid holidays for the employees of any company who are not on a rotating shift. As for those who are on a rotating shift, the decree provides none.

According to the terms of its collective agreement, the company grants all its employees, whether they work on a rotating shift or not, four (4) holidays.

This being the case, and bearing in mind that we are concerned with a public utility, that is public transportation in the City of Quebec, I cannot believe that the respondent may be able to prove considerably more generous than the organic decree.

The same applies to vacations and for the same reasons.

Two weeks with pay after five (5) years of service and each year thereafter, then three (3) weeks after twenty-five (25) years, seem to me reasonable, now that these employees have a weekly day of rest, that is, if special holidays are included, over fifty-two (52) other days of rest.

VI. *Section 25—Rates of Pay*

The Syndicate's Request: Scale of wages to be amended by adding fifteen (0.15) cents an hour to all the rates thereon.

As was to be expected, this section is by far the most important of all this series of demands.

It behooves me, I believe, to give here precise and essential details, which I hope, will give the practical viewpoint from which this demand for an increase should be considered.

First of all, it appears strange that a public service undertaking which may charge only such fares as have been set by public authority, be it a municipal authority or that of the Public Service Board, should be included in a decree which leaves to all other employers covered by it absolute freedom as far as increase in prices is concerned.

It is very simple and also normal for a garage-keeper or an automobile dealer to

pass on to his customers any increase in wages; in the case of the respondent, that is absolutely impossible.

Another point: The average wages paid in the Quebec district during the first seven (7) months of the current year are about forty-five dollars and fifty cents ($45.50) per week. The company pays an average weekly wage of fifty-nine dollars and twenty-eight cents ($59.28), that is an average hourly rate of more than one dollar and twenty-six cents ($1.26). It is fitting to add to these wages the fringe benefits provided, which amount to at least seven hundred and fifty dollars ($750.00) per year, or thirty-one cents (0.31) per hour, thus increasing to one dollar and fifty-seven cents ($1.57) per hour the average hourly rate of the one hundred and one (101) garage employees.

I continue. From 1939 to this date, the cost-of-living index has increased by 83 per cent and the index of wages paid to the Journeymen, Class "A", employed by the Quebec Railway, Light and Power Co. has increased by 211 per cent (Document 9). Since 1949, the consumer-price index has increased by 16 per cent and the rates paid the Journeymen Class "A" have increased by 32 per cent (Document 10).

From 1939 to this date, the cost-of-living index has increased by 83 per cent and the index of wages paid the service men employed by the company has increased by 177 per cent (Document 11). Since 1949, the consumer-price index has increased by 16 per cent and the index of rates paid to service men by 24 per cent (Document 12).

Finally, the respondent has declared, through its witnesses, that it applied a merit-rating policy, by which some 50 per cent of its factory workers benefited, and that this supplementary benefit often reached fifteen cents (0.15) an hour.

Decree No. 765, recently renewed until June 1954, provides, for Journeymen Class "A", an increase of eight cents (0.08) per hour, and since June 5 last, the respondent has already paid this class of workers an hourly increase of five cents (0.05).

For service men, the decree provides an increase of five cents (0.05) per hour.

These wage increases will therefore raise the average hourly rates paid the garage men employed by the respondent by seven and one-eighth cents (0.07$\frac{1}{8}$) per hour, if my figuring is close enough. The average hourly rate is therefore raised from one dollar and twenty-six cents ($1.26) to one dollar and thirty-three and one-eighth cents (1.33\frac{1}{8}$).

Hoping that a table of the new rates provided by the decree for the different classes of the company's employees will be helpful, I am giving hereafter the classes of workers, the number included in each one and the hourly rate payable to each class.

Categories	Number of Employees	Wage rates on June 10, 1953	New wage rates retroactive to June 10, 1953
Journeymen "A"	46	$1.35	$1.43
Journeymen "B"	5	1.15	1.23
Journeymen "C"	3	1.10	1.18
Journeymen "D"	1	1.05	1.13
Vulcanizers, glaziers and Oilers	5	1.05	1.13
Journeymen Apprentices 4th year	1	.91	.96
Servicemen	40	.97	1.02

The Syndicate pointed out the difference in wages in similar industries in Montreal and especially in the City of Ottawa. Various exhibits were submitted in support of this contention, which seems to be quite true.

However, the authority delegated to me, Hon. Sir, did not call upon me to enquire into the existing rates outside of the Quebec zone.

Though the wages paid to garage men of the Montreal Tramways Company and the Ottawa Transportation Commission have been brought as evidence before the Board; prevailing conditions were not submitted, that is to say, the average wage index, the cost-of-living index, and also a comparison of the fringe benefits paid by these two organizations which are not operating in the city of Quebec.

One must also keep in mind that public transportation in Montreal as well as in the Canadian capital is carried on by municipal organizations, which is not the case with the Quebec Railway, Light & Power Company.

In Montreal, as well as in Ottawa, it may be said without too much exaggeration that, under the municipal systems, passengers have to submit to the requirements of the transport commissions, while here, on the contrary, it is the defendant Company which has, in a large measure at least, to meet the requirements of the travelling public.

Briefly, the Quebec Railway, Light & Power Company is not free to set its fares in proportion to its cost of operation.

The Company pays its employees 30 per cent in excess of the average wage paid in the community in which it operates.

This difference between the average wage in Quebec and that paid by the defendant does not take into account the high fringe benefits or the merit-rating.

Finally, the Company is subject to the provisions of an ever-increasing annual Order which is set, except in one case, by employers for whom wage increases cost, in reality, absolutely nothing, since they are immediately thrown back to their customers.

I believe that these reasons are more than adequate for me to recommend the retaining of the hourly rates provided in the new Order.

VII. *Section 26—Wage Differential*

The Syndicate's Request: This Section to be amended so that the wage differential shall read five (0.05) cents an hour instead of three (0.03) cents as it now reads.

In fact, the estimation of a wage differential is purely arbitrary, and the Syndicate has submitted nothing conclusive that could induce me to change the existing rate, especially in view of the last wage increase.

I therefore refuse to support this request.

VIII. *Section 32—Welfare*

The Syndicate's Request: Add a paragraph stipulating that employees shall be entitled to one day's sick leave per month without loss of pay, said days to be cumulative.

Cumulative or other sick leave days are granted in no instance in the industries subject to the Order. The weekly day off, off-days granted in the agreement, annual vacations and other compensatory systems make this request illogical, and I refuse to be a party to it.

IX. *Section 35—Clothing*

The Syndicate's Request: This Section to be amended so that employees shall receive overalls every two years, these to be cleaned at the Company's expense.

Since the Company does not deal with the public at its garages, a free distribution and cleaning of uniforms which public garage men wear for advertising purposes is naturally out of the question in this case.

This request should not be granted.

B. The Company's Request

Clause XVIII—Hours of Work

Company Request: In the first paragraph entitled "Regular Day Shift", after the words "Hours of work to be as follows", read:—

> "Monday, Tuesday, Wednesday, Thursday and Friday, from 7 a.m. to 12 noon and from 1 p.m. to 4 p.m. On Saturday, from 7 a.m. to 11 a.m."

The Company contended that this new schedule of working hours would increase the efficiency of its garages and would give it the advantage of a full day's work before closing time, at 4 o'clock p.m.

This means that the defendant could put in public service, especially at peak hours, a greater number of repaired vehicles, as early as 4 o'clock in the afternoon.

Reasonable as this request may seem, I cannot agree with it. Indeed, the work of garage employees, mechanics or otherwise, even though it is well paid, is quite heavy.

Unless the men themselves agree to it, I cannot see how I could encourage having their day start a half hour earlier.

Consequently, I would be inclined to reject this Section.

These, Sir, are the conclusions I have drawn after a number of sittings with my two colleagues. The sittings were held in an atmosphere of energetic but serene controversy. I shall remember my colleagues very kindly, as well as the parties with whom these proceedings have brought me into contact.

Respectfully submitted.

(Sgd.) Jacques Dumoulin, QC,
Employer's Arbitrator.

Dated at Quebec, this 9th day of November, 1953.

A union proposal to reduce the work-week from 48 to 40 hours at the Consolidated Mining and Refining Company plant at Trail, B.C., has been turned down by the workers.

Officials of Local 480, International Union of Mine, Mill and Smelter Workers (independent) said the vote was 1,227 against the proposal and 1,033 for. The union conducted the vote after its leaders proposed a shorter week as an alternative to the lay-off January 1 of some 200 workers, announced early in December by the company.

Zinc production at the smelter was reduced 25 per cent at the beginning of this year.

Agreement between CNR and CBRE Replaces Canadian Railway Board of Adjustment No. 2

A replacement has now been established for the Canadian Railway Board of Adjustment No. 2. Under an agreement signed recently between the Canadian National Railways and the Canadian Brotherhood of Railway Employees and Other Transport Workers, a Board of Appeal has been set up to deal with disputes that arise out of the application and interpretation of any and all collective agreements between the two parties.

Another agreement, signed at the same time and by the same officials, establishes a joint committee that will be the final court of appeal in disputes concerning discipline. Signers of both agreements were W. H. Hobbs, Vice-president (Personnel) of the CNR, and H. A. Chappell, CBRE President.

The Board of Appeal will consist of six persons, three appointed by the Brotherhood and three appointed by the railway. The agreement stipulates that all six must be senior officers.

The Joint Committee that will be the final court of appeal for disputes arising out of the assessment of discipline or dismissal of employees of the Canadian National Railways represented by the Brotherhood on any and all of its properties will be composed of four persons, two appointed by the Brotherhood and two appointed by the railway. As with the Board, the members of the committee must be senior officers.

The two appeal boards are called: the CNR-CBRE&OTW Board of Appeal and the CNR-CBRE&OTW Joint Committee.

The full text of the two agreements is given below.

Board of Appeal

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company, acting on its own behalf and on behalf of any of its wholly-owned subsidiary undertakings, hereinafter called the "Railway", and the Canadian Brotherhood of Railway Employees and Other Transport Workers, hereinafter called the "Brotherhood".

The Railway and the Brotherhood having decided that there should be an appeal board to which might be referred any differences arising concerning the application, non-application or interpretation of any agreement governing rates of pay and working conditions, now or hereafter in effect between the Railway and the Brotherhood, which cannot otherwise be disposed of between officers of the Railway and the Brotherhood, it is hereby agreed as follows:—

1. There shall be created a board to be known as the CNR-CB of RE&OTW Board of Appeal, hereinafter called the Board, which shall consist of six members, three to be nominated by the Railway and three by the Brotherhood.

2. Two of the members shall be the Chairman and Vice-Chairman of the Board respectively. These members shall be the Vice-President, Personnel, of the Railway, and the National President of the CB of RE&OTW, and they shall alternate each calendar year in the said offices; provided that the Vice-President, Personnel, of the Railway shall be the first Chairman and shall retain the said office until December 31, 1954.

3. The remainder of the Board shall consist of the following:

(a) For the Railway: the person for the time being occupying the office of Assistant Vice-President, Operations, and having to do with staff and labour relations in the Operating Department; and the person for the time being occupying the office of Comptroller.

(b) For the Brotherhood: the persons for the time being occupying the offices of National Secretary-Treasurer and Secretary of the Joint Protective Board respectively.

For the purposes of Clause 4 of this agreement, the persons holding the office of Comptroller and Secretary of the Joint Protective Board respectively, shall be known as the junior members of the Board.

4. In view of the considerable number and differing characteristics of the agreements between the Railway and the Brotherhood appertaining to the rates of pay and working conditions of various groups of employees, and the desirability that there shall always be on the Board, when it is required to meet, some members having an intimate knowledge of the relevant agreement relating to a case before the Board, it shall be competent for the Chairman and Vice-Chairman respectively, whenever they deem it necessary, to substitute temporary members for the junior members of the Board; one representing the Railway and one the Brotherhood; provided, however, that the substitute members in each instance shall be respectively a senior officer of the Railway and of the Brotherhood.

5. Except as provided in Clause 4 of this agreement and upon the happening of an actual emergency preventing a member of the Board from acting, there shall be no substitution of members of the Board. In the event of the occurrence of an actual emergency, the Chairman and the Vice-Chairman shall appoint a substitute. If one of these officers of the Board is for any reason incapable of acting in the appointment of a substitute member, such substitute member shall be appointed by the

other officer and the next senior member of the Board, representing the opposite party in interest to that officer, it being understood and agreed between the Railway and the Brotherhood that any such substitute member shall, as nearly as possible, have equivalent official status to the member for whom he is to act as a substitute.

6. A person satisfactory to the Chairman and the Vice-Chairman shall be appointed Secretary of the Board. It shall be his duty to send out calls for meetings, furnish the members of the Board with information concerning the matters to be dealt with at meetings, keep records of the Board's decisions, and generally carry out such functions as may be required of him by the aforementioned officers.

7. Meetings of the Board shall be held normally in the offices of the Railway at Montreal, but may be held elsewhere if so decided by a majority of the Board.

8. The Chairman or the Vice-Chairman shall preside at all meetings of the Board.

9. No differences or disputes shall be presented to the Board until they have been dealt with in the usual manner by successive references up to and including the head of the department of the Railway concerned without the attainment of a mutually satisfactory settlement. Subject to this condition the question at issue shall be advanced to the Chairman or Vice-Chairman of the Board, in their respective capacities as officers of the Railway and the Brotherhood by the head of the department concerned or the Secretary of the Joint Protective Board, depending upon whether the question is raised by the Railway or the Brotherhood. The said two officers shall then confer, and if they deem it necessary and desirable shall direct the Secretary to convene a meeting of the Board to consider the question, which meeting shall then be held within thirty days.

10. Whenever a case is presented to the Board, there shall be submitted to it a joint statement of the facts. Each party to the dispute shall also submit a separate written statement of its contentions. The Board may call for additional information, either written or oral, from either party. Either party to the dispute shall be entitled to an oral hearing before the Board on request.

11. A majority decision of the full Board (and only such a decision) shall be binding upon the Railway and the Brotherhood.

12. If no such decision can be reached, the members of the Board shall agree upon the appointment of a neutral person as a referee to sit with the Board as a member thereof in the adjudication of the question at issue, and the decision of the Board as so constituted shall be final and binding upon all parties. If the Board cannot agree upon such a referee, the Minister of Labour of Canada shall be requested to make the appointment.

13. The Railway and the Brotherhood shall respectively assume any expense incurred by either of them in the presentation of a case to the Board. Any general expense, including the remuneration of a referee, shall be divided equally between them.

14. Disputes arising out of proposed changes in rates of pay, rules or working conditions, extensions or additions to the scope of agreements, or relating to the administration of discipline, are specifically excluded from the jurisdiction of the Board.

15. The Board may make such rules for the governance of its affairs as it may see fit, and not being at variance with the terms of this agreement.

16. The agreement dated September 1, 1925, between the "Canadian National Railways" and "its employees covered by schedule for 'Clerks and Other Classes of Employees as herein named' as represented by their General Chairman" (which said employees are now represented by the Brotherhood) which established a Board which became known as "CNR Employees Board of Adjustment No. 2" is hereby cancelled and rescinded.

17. This agreement shall be effective on September 1, 1953, and shall continue in full force and effect until either party shall give notice to the other of its desire to revise or terminate the agreement.

Signed at Montreal this first day of September 1953.

For the Canadian National Railway Company:

W. H. Hobbs,
Vice-President, Personnel.

For the Canadian Brotherhood of Railway Employees and Other Transport Workers:

H. A. Chappell,
National President.

Joint Committee

MEMORANDUM OF AGREEMENT between the Canadian National Railway Company, acting on its own behalf and on behalf of any of its wholly-owned subsidiary undertakings, hereinafter called the "Railway", and the Canadian Brotherhood of Railway Employees and Other Transport Workers, hereinafter called the "Brotherhood".

1. It is hereby agreed that there shall be established a committee to be known as the Joint Committee, consisting of senior representatives of the Railway and the Brotherhood, for the consideration and disposition of disputes concerning the administration of discipline in respect of employees covered by any agreement governing rates of pay and working conditions now or hereafter in effect between the Railway and the Brotherhood.

2. The Joint Committee shall have four members, two representing the Railway and two representing the Brotherhood. The representatives of the Railway shall be the persons for the time being occupying the office of Vice-President, Personnel, and the office of Assistant Vice-President, Operations, having to do with staff and labour relations in the Operating Department. The representatives of the Brotherhood shall be the persons for the time being occupying the offices of National President and National Secretary-Treasurer.

3. There shall be no provision for the substitution of other persons to represent the said members of the Joint Committee, except that should any member be incapable of acting in a matter which is considered of sufficient urgency, the remaining members of the Board shall agree upon a substitute; provided that any such substitute shall, as

nearly as possible, have equivalent official status to that of the member for whom he is substituting.

4. The Joint Committee shall meet at such times and places as may be mutually agreed upon by the members.

5. The Railway shall provide a Secretary for the Joint Committee, who shall maintain such records and perform such duties in respect of the work of the Joint Committee as said committee shall desire.

6. The Railway and the Brotherhood shall respectively assume any expenses incurred by them in connection with the work of the Joint Committee.

7. No dispute shall be presented to the Joint Committee until it has been dealt with in the usual manner by successive references up to and including the head of the department of the Railway concerned. Should the Brotherhood not then be satisfied with the decision and desire to appeal the said decision to the Joint Committee the dispute shall be referred to the National President and the Vice-President, Personnel. The said officers shall then confer and if they deem it necessary and desirable shall direct the Secretary to convene a meeting of the Joint Committee to consider the question, which meeting shall then be held within thirty days.

8. Each case presented to the Joint Committee shall be in the form of a joint statement of facts. Each party to the dispute shall submit its separate written contention. The Joint Committee may call for additional information, either written or oral, from either party.

9. The Joint Committee shall act by way of a unanimous or majority decision, which shall be final and binding upon all parties. In the absence of such a decision the appeal shall, *ipso factor*, fail.

10. The Joint Committee may make such rules for the conduct of its affairs as it may see fit not inconsistent with the principles set forth in this agreement.

11. This agreement shall be effective on September 1, 1953, and shall continue in full force and effect until either party shall give notice to the other of its desire to revise or terminate the agreement.

Signed at Montreal this first day of September 1953.

For the Canadian National Railway Company:

W. H. Hobbs,
Vice-President, Personnel.

For the Canadian Brotherhood of Railway Employees and Other Transport Workers:

H. A. Chappell,
National President.

Credit Union Operations Continued to Expand in 1952

Steady expansion of credit union operations in Canada during 1952 resulted in the largest number of credit unions, the most members and the largest amount in assets ever recorded in this country, according to the annual report on credit unions prepared by J. E. O'Meara, Economics Division, Department of Agriculture. The increases during the year in credit unions, membership and assets over 1951 were also the largest ever reported.

Total number of credit unions in Canada in 1952 was 3,335, with a total membership of 1,249,665 and total assets of $424,564,711. Compared with 1951, this is an increase of 244 credit unions, 111,734 members and $65,917,944 in assets.

The increases during 1950, as reported by the ten provinces, were 156 new credit unions, 100,000 new members and about $47 million in new assets.

The annual report points out that loans are made by credit unions only to members and only for provident and productive purposes. They are made from funds accumulated from members in the form of shares and deposits. Total shares held by members at the end of 1952 amounted to $102 million and deposits totalled $293·6 million. The remaining $29 million which, with shares and deposits, made up the total liabilities of $424·5 million were in guaranty funds, reserves, interest and dividends payable and in undistributed surpluses. From these savings, loans were made to members during 1952 to the amount of $154,270,776.

Quebec, with 1,118 chartered credit unions embracing almost 750,000 members, continued to lead all other provinces in 1952 in credit union activity. Ontario placed second in both number of credit unions (749) and membership (about 200,000).

Ontario continued as the main centre of expansion; 162 new charters were reported in that province. These represented 66 per cent of all new charters granted during the year. British Columbia reported 19 new charters and Manitoba reported 18.

There were 30 charters throughout the country revoked or cancelled during the year and 180 credit unions were reported as inactive.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Logging

Logging—*Province of Newfoundland—Anglo-Newfoundland Development Co., Ltd. and Bowater's Newfoundland Pulp and Paper Mills, Ltd., and the Fishermen's Protective Union, the Newfoundland Labourer's Union, the Newfoundland Lumbermen's Association and the Workers' Central Protective Union.*

Agreement to be in effect from October 9, 1953, to October 9, 1954 unless altered or amended by, or with the consent of, the Woods Labour Board.

This agreement is similar to that previously in force (L.G., June 1952, p. 775) with the following changes:—

There are now 2 *paid holidays* instead of one as previously. If work is performed on the new paid holiday the holiday pay is in addition to regular pay for time worked.

Wage rates are unchanged but some new classifications have been added to those given in the previous agreement. These include: drumbarker operators (per month)—engineers, chief $329, second $282, third $253; barker mechanic $282; oilers $240; steel tug crews (per month)—captain $278 to $292, mate $254; engineers, chief $271 to $275, second $246 to $270; deckhand (per hour) 90 to 98 cents; seamule crews (per month)—captain $274 to $278; engineer $264 to $270; loading wood by crane $284 to $302; dam tenders 92 cents per hour.

Mining

Metal Mining—*Kimberley and Chapman Camp, B.C.—The Consolidated Mining and Smelting Co. of Canada Ltd. and the International Union of Mine, Mill and Smelter Workers, Local 651.*

Agreement to be in effect from June 1, 1953, to May 30, 1954, and thereafter from year to year subject to notice not less than 2 months before the date of expiry. This agreement is similar to the one between the same company and union (Local 480) covering the company's Trail plant, which is summarized below under "Manufacturing". It contains the same change from the previous agreement (L.G., Jan., 1953, p. 91) regarding *vacations with pay.*

Wage rates also remain unchanged.

Manufacturing

Sugar Refining—*Saint John, N.B.—Atlantic Sugar Refineries, Ltd. and the Sugar Refinery Workers' Union, Local 20 (TLC).*

Agreement to be in effect from September 1, 1953, to August 31, 1954, and thereafter subject to 2 months' notice.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Check-off: voluntary, and revocable at any time.

Hours: 8 per day, 48 per week. *Overtime:* for hourly-paid employees time and one-half after 8 hours per shift and for work on Sunday (or seventh day for those working on other than the day shift). An exception is made in the case of certain employees working on continuous operations who are paid at regular rates for Sunday work, and receive a day off at another time in the week. Weekly-paid employees are paid at regular rates for all overtime referred to above. Double time for work on 4 *paid holidays* and time and one-half on 3 other holidays (straight-time in addition to regular salary for weekly-paid employees).

Rest periods: with the permission of the foreman men may be allowed about 6 minutes per half-shift. Women are allowed a regularly scheduled period of 10 minutes per half-shift.

Vacations with pay: for hourly-paid employees, one week if 294 days have been worked during the previous year; and an additional week after 5 years' service if the above condition has been fulfilled. For weekly-paid employees, one week after 6 months', two weeks after 5 years' service.

Hourly wage rates for certain classifications: males—machinists $1.32 to $1.53; moulders $1.41; engineers, water tenders $1.40; construction mechanics $1.33 to $1.35; millwright $1.35; welders $1.24 to $1.37; masons $1.17 to $1.34; blacksmiths $1.24; carpenters $1.17 and $1.28; electricians $1.17 and $1.27; pipe fitters $1.16 and $1.28; apprentice water tender $1.31; other apprentices $1.05 to $1.15; helpers $1.05 to $1.08; firemen (boiler house) $1.18, (char kiln) $1.15; Vallez filter operators $1.12 to $1.20; filtered liquor gallery, blow up men, clarifier operators $1.12 to $1.16; phosphoric acid man $1.10 to $1.15; ashmen, boiler house technician, tube blower (boiler house) $1.10; melt house pumps $1.04 to $1.10; mixers and centrifugals (pan house) $1.07 to $1.14; evaporator operators $1.05 to $1.12; pressure tanks and char filters $1.08; coal trimmers, pan house pump station, pan room tanks $1.07; raw sugar bag cutters, melt samplers, melt house centrifugals, lime men, bag baler $1.05; bin men $1.04; granulator operators, powder mill operators $1.04 to $1.09; hard sugar weighers $1.04 to $1.07; all other

labour $1.03. Females—floor ladies 92 cents; housekeeper 93 cents; carton machine operator 73 cents; ordinary female labour 66 cents; all other females receive 5 cents per hour less than men for the classifications shown above. Males paid by the week—sugar boilers $77, assistants $64; pan house weighers $61, checkers $60; gear man $61 to $66 (the above hourly rates are 6 cents higher than the rates previously in effect).

Night shift differential: workers on shifts starting at 3.30 p.m. will be paid 5 cents per hour extra starting at 7.30 p.m., and all others working evening shifts will earn the differential after 8 p.m. This differential will cease at 7.30 a.m. for those whose shifts ordinarily end at that time and at 8 a.m. for others.

The company undertakes to pay one-quarter of the cost of a *hospital insurance plan,* provided that one can be worked out with an insurance company which is satisfactory to a company and employees' committee.

Seniority is considered in connection with promotions and lay-offs, and there is provision for *settlement of grievances.*

Tobacco Products—*Montreal, Que.—W.C. Macdonald Incorporated and the Tobacco Workers' International Union, Local 235.*

Agreement to be in effect from June 8, 1953, to June 7, 1955, and thereafter from year to year subject to notice 60 days prior to expiration date.

Union security: maintenance of membership, with compulsory membership and maintenance for new employees after completion of probationary period.

Check-off: compulsory for union members.

Hours: 8 per day, a 40-hour week. *Overtime:* time and one-half for work before 7 a.m. or after 5.30 p.m., or over 8 hours per day, or on Saturdays. Sundays, double time. For work on 12 specified *holidays,* 7 of which are *paid* and 5 of which are *paid* when they fall on a full working day, double time is allowed plus pay for the holiday.

Rest periods: 10 minutes in the forenoon and in the afternoon for all employees.

Vacations with pay: one week after 12 months' service, two weeks after 2 years' service, three weeks after 15 years' service and four weeks after 25 years' service. Previously 20 years' was required for the third week, and no fourth week was granted.

Hourly wage rates for certain classes: females—grade I $1.10 to $1.31; grade II $1.31 to $1.44 and so on to grade VI $1.64 to $1.69. Males— grade I $1.25 to $1.47; grade II $1.47 to $1.61 and so on to grade V $1.73 to $1.80; platform truckers (shipping) $1.80 to $1.86; vacuum operator $1.73 to $1.81, assistant $1.67 to $1.75; case cylinder operator $1.80 to $1.85; cigarette packing stockman, plug inspector $1.73 to $1.82; grinder operator $1.70 to $1.75, assistant $1.61 to $1.70. (In all the above rates the first is the starting rate and the second is that reached after 4 months.) Skilled tradesmen—mechanic $1.77 to $1.97; maintenance machinist $1.87 to $2.09; carpenter $1.78 to $1.99, improver $1.70 to $1.78, electrician $1.95 to $2.07.

Seniority and grievance procedure are provided for. In all cases of verified *sickness* weekly cash benefits will be paid under an insurance plan in force.

Paper Products—*Winnipeg, Man.—Acme Paper Box Co., Ltd. and the International Printing Pressmen and Assistants' Union of North America, Local 537.*

Agreement to be in effect from May 14, 1953, to May 13, 1954, and thereafter from year to year subject to notice not later than March 1 in any year.

Union security: union shop.

Hours: 8 per day Monday to Friday, a 40-hour week. *Overtime:* time and one-half for the first 3 hours after a regular day's work, double time thereafter. Time and one-half for the first four hours worked on Saturday, and double time for all hours worked after four hours on Saturday and for work on Sunday and all agreed-to statutory holidays. For work on 8 *paid holidays* time and one-half plus one day's pay is allowed.

Rest period: 10 minutes morning and afternoon for all female employees.

Vacations with pay: one week after one year's service, two weeks after 3 years' service. For employees with less than one year's service one-twelfth of weekly wage for each month of service.

Hourly wage rates for certain occupations: pressmen—head $1.83¼, cylinder $1.78¼, platen (3 or more machines) $1.63¼, platen (1 or 2 machines) $1.51¼, Class B $1.29¼ to $1.43¼, combination platen and compositor $1.78¼, cylinder assistant $1.47¼, assistant $1.29¼; assistant diemaker $1.51¼; carton department operators—head man, glueing $1.69¼, assistant $1.26¼, utility $1.18; tiers, strippers $1 to $1.20; parcellers $1 to $1.16; shipper and receiver $1.62; females—various occupations, 62 to 93 cents. Apprentices (beginners) shall start at 78 cents per hour and shall receive an increase of one-eighth of the difference between the starting rate and the rate of their respective classification every 6 months until the final rate of $1.44 is reached. Apprentices (platen die press, feeders, assistants, guillotine operator) shall start at 74 cents per hour and shall receive an increase of one-sixth of the difference between the starting rate and the assistant's rate every 6 months' up to the final rate of $1.26¼. Apprentice pressmen shall be taken from the assistant members of their respective classification, and shall start with their assistant's rate. They shall receive an increase of one-sixth of the difference between assistants' rates and pressmen's rates every 6 months up to full pressmen's rates. First 6 months $1.51, after sixth 6 months $1.78¼. (The above rates, other than those for apprentices, are from 5 to 12¼ cents higher than the rates given in the previous agreement.)

Off-shift differential: for night shift 10 cents per hour over day rates. This premium is included in reckoning overtime.

Seniority and grievance procedure are provided for.

Paper Products and Printing—*Toronto (Leaside), Ont.—E.S. & A. Robinson (Canada) Ltd., and International Printing Pressmen and Assistants' Union of North America, Local 466.*

Agreement to be in effect from May 1, 1953, to April 30, 1954. Sixty days' notice

of intention to terminate or amend to be given by either party prior to expiration date.

Check-off: voluntary for employees who have established seniority on or before February 15, 1952; compulsory for employees engaged on or after that date on completion of probationary period. Check-off may be revoked to be effective on the anniversary date of the agreement.

Hours: 8 per day Monday to Friday inclusive, a 40-hour week. *Overtime:* time and one-half for the first 3 hours in excess of 8 hours per day, double time thereafter and also for work on Sunday and on 8 specified *paid holidays.*

Vacations with pay: employees with less than 2 years' service shall receive 2 per cent of their total wages for the year, earned prior to July 1; with 2 but less than 3 years' service 3 per cent; with 3 but less than 25 years' service 4 per cent of total wages for the year; and employees with 25 years' service shall receive 4 per cent of total wages earned for the year plus 40 hours' pay. The employer has the right to close the plant for 2 weeks during July or August.

In case of death in an employee's immediate family 2 days' leave with pay will be granted.

Hourly wage rates: males—gravures pressmen $1.41 to $1.84; stack pressmen $1.41 to $1.96, assistant $1.21 to $1.36, helper 96 cents to $1.16; cutter operator and assistant $1.06 to $1.76; bag maker operator $1.56 to $1.76; slitter operator $1.01 to $1.51; box maker—set-up $1.01 to $1.26; densatones operator $1.41 to $1.81, assistant $1.21 to $1.36, helper 96 cents to $1.16; electricians and machinists, journeymen $1.46 to $1.81, improver $1.26 to $1.41, helper $1.01 to $1.21; service staff and material handlers $1.01 to $1.31; compositor $1.06 to $2; females—77 cents to $1.27.

Off-shift differential: night shifts 15 per cent over day rate, and if three shifts are worked two of them shall be considered as night shifts.

Seniority rights and *grievance procedure* are provided for.

Newspaper Publishing—*Ottawa, Ont.—Le Syndicat d'Oeuvres Sociales, Ltée. (publishers of "Le Droit") and Le Syndicat des Journalistes d'Ottawa (CTCC).*

Agreement to be in effect from January 1, to December 31, 1953, and thereafter from year to year subject to notice between 60 and 30 days before the expiry date.

Union security: union shop.

Check-off: compulsory.

Hours of work: from 7.30 a.m. with one hour for lunch. Closing time at the discretion of the supervisor concerned, but not earlier than 2.45 p.m. Monday to Friday, nor earlier than 9.30 a.m. on Saturday. *Overtime:* an employee required to do publicity work in the evening, or during the day in addition to his normal work, will receive $3 a column. For other evening work arrangement is made for some compensatory time off. Employees required to be on duty for a whole week-end will be given a day off during the following week. *Paid holidays* include the holy days of obligation, 4 other holidays and 4 half holidays.

Vacations with pay: 2 weeks after one year's service, 3 weeks after 25 years' service.

Sick leave with pay: after 6 months' service 15 working days a year are allowed. Future sick leave may also be drawn upon, but an employee leaving the company's service will be charged with any excess over a day and a quarter per month of work, the excess being deducted from his pay.

Salaries per week: journalist—reporters and photographers from $35 at start to $80 after 8 years; senior journalists $8 and editors $10 per week higher. Librarian, from $30 at start to $38 after 4 years; translators, $35 at start to $66 after 8 years.

Employees are to be reimbursed for authorized expenses; those using a car continually receive an allowance.

Seniority is recognized in connection with promotions, layoffs and re-hirings.

Provision is made for *settlement of grievances.*

Auto Repair and Garages—*Quebec District — L'Association des Marchands Détaillants du Canada, Inc., District de Québec, La Section de L'Auto-Voiture, La Section des Stations de Service, on the one part, and Le Syndicat Catholique des Employés de Garage de Québec, Inc. and Le Syndicat des Employés de Pièces et d'Accessoires d'Automobiles, Inc., on the other part.*

Agreement to be in effect from June 10, 1953, to June 10, 1955 (except for wage rates which may be re-opened after one year), and thereafter from year to year subject to notice from 60 to 30 days before June 10 in each year.

Union security: maintenance of membership for all members, and compulsory membership and maintenance for all new employees within 30 days of hiring. This provision will apply only in cases where the Syndicate has been certified by the Industrial Relations Board as bargaining agent for the employees in question.

Check-off: voluntary.

The parties agree to apply for the terms of Part II of the agreement, which relate to wages, holidays and vacations, working conditions, apprenticeship and group insurance, to be extended to the whole industry within the district, under the terms of the Collective Agreement Act.

Hours: for journeymen and apprentices in garages 9 per day, 49 per week, between the hours of 7 a.m. and 6 p.m. Monday to Friday inclusive and 7 a.m. and 12 noon on Saturday. For employees in establishments of commercial jurisdiction (service stations, etc.) the hours shall be 60 per week of 6 days. For certain salesmen and office workers hours vary from 44 to 54 hours per week. *Overtime:* in garages, time and one-half for work in excess of 9 hours per day or 49 hours per week, or beyond the hours mentioned above for cases not otherwise provided for. Between 11 p.m. and 7 a.m., double time. In establishments of commercial jurisdiction which are allowed to remain open day and night, all work after 60 hours time and one-half. For certain salesmen and office employees time and one-half for work performed outside regular hours.

In all establishments double time for work on Sundays and on recognized *holidays*, two of which are *paid*. An exception is made in the case of certain maintenance employees of bus transport concerns who, if employed on shift work, are not entitled to overtime for work on Sundays and holidays if such work is part of their regular shift. Any employee who works on Sunday is entitled to a day off during the 6 days preceding or following that Sunday.

Guaranteed work week: all regular employees have a right to a minimum of 35 hours work per week at their regular rates of pay. This right may be forfeited for certain offences on the part of the employee, i.e. working outside regular hours for other than the regular employer, or for unjustifiable absence from work.

Vacations with pay: one week after one year's continuous service, two weeks after five years' service with the same employer. The right to the second week of vacation may be forfeited for the offences mentioned above.

Wage rates: hourly—journeymen (mechanic, fitter, machinist, electrician, body worker, wheelwright, blacksmith, welder, painter, upholsterer) Class A $1.40, Class B $1.20, Class C $1.15, Class D $1.10; storage battery man, vulcanizer or retreader, glazier and greaser $1.10; apprentices, first year 50 cents, second year, 63 cents, third year 75 cents, fourth year 87 cents; service men 87½ cents, apprentice first year 52½ cents, second year 67½ cents; car washer 77½ cents; chauffeur 57½ cents; delivery man 80 cents; the above rates are for Zone I (within a ten-mile radius of the cities of Quebec and Lévis). For Zone II (the counties of Quebec, Lévis and Montmorency, except the territory covered by Zone I) the rates shall be at least 75 per cent of those in Zone I. The minimum wage for male employees shall be 40 cents for the first 6 months, thereafter 50 cents. Weekly rates—males: senior clerk $57, spare parts clerk from $20 for first 6 months to $35 in the fourth year of service, thereafter Class A $50, Class B $45, Class C $41; office employees from $19 for the first year to $33 in the fifth year, thereafter Class A $48, Class B $43, Class C $39; service salesman from $30 for the first year to $40 for the third year of service, thereafter $45. Females—spare parts clerk from $16 in the first year to $21.50 in the third year, thereafter Class A $29, Class B $26, Class C $24; office employees first year $17, second year $21, third year $23, thereafter Class A $30, Class B $28, Class C $26.

Apprentices: regulations are given in detail. Length of apprenticeship, service man 2 years, all other trades 4 years. In Zone I, in industrial establishments (garages, etc.) one apprentice is allowed to every three journeymen, in commercial establishments (service stations, etc.) one apprentice to two journeymen, or where only one service man is employed in the establishment one apprentice also may be employed. Rules regarding the number of apprentices do not apply in Zone II.

Group insurance plan: financed by joint contributions from employers and employees covers life insurance, hospital, medical and surgical services for employees and their families, and also weekly cash payments in case of illness or accident.

The employer shall supply and pay for the cleaning of clothing, uniforms or overalls which he requires the employees to wear.

Provision is made for *seniority* and for *settlement of disputes.*

Aluminum Products — *Shawinigan Falls, Que.—Aluminum Co. of Canada, Ltd. and Le Syndicat National des Employés de l'Aluminium de Shawinigan Falls, Inc.*

Agreement to be in effect from August 8, 1953, to August 7, 1954, and thereafter from year to year subject to notice from 60 to 30 days before the expiry date.

Check-off: voluntary, but revocable only during the first 30 days after any renewal of the agreement.

Hours: 8 per day, an average of not less than 42 and not more than 43 hours per week. *Overtime:* time and one-half for work in excess of the scheduled hours for the week affected. For work on 8 (previously 6) *paid holidays* double regular rate up to a maximum of 8 hours plus the standard overtime premium if the work is in excess of the scheduled weekly hours. One additional day is observed as a holiday, but is not paid for.

Vacations with pay: one week after one year of service, and in subsequent years provided that the employee has worked at least 1,650 hours during the year. After 3 years continuous service an additional week of vacation. The company has the right to withhold one-half of the vacation allowance of any worker who has lost more than 96 hours of work without reasonable excuse during the 12 months preceding May 1 of the current year.

Hourly wage rates for certain classifications: Fabricating Division—cable department $1.31 to $1.62; cable accessories department, finisher $1.32 to $1.40; etcher and tier, drill press operator $1.35 to $1.45; operators—power press, milling machine, turret lathe $1.38 to $1.49, boring lathe and drill press, armor rod lathe (automatic) $1.41 to $1.53; warehouse—$1.32 to $1.53; wire and rod department—rewinder, furnace charger, $1.32 to $1.40; finishing block operator $1.38 to $1.49; nail maker $1.41 to $1.53; rivet maker, bull block operator $1.43 to $1.58; wire drawers $1.47 to $1.62. Reduction Division—casting and shipping $1.31 to $1.58; paste plant $1.35 to $1.53; potroom service—tool repairman, alumina unloader $1.35 to $1.45; potrooms—stud inserter, stud puller, channel mounter $1.38 to $1.49; crustbreaker operator, siphoner, craneman $1.41 to $1.53. Mechanical and Electrical Division—mechanical department —power equipment operator "B", reel painters, fan cleaner $1.35 to $1.45; box and reel maker, greasers, reel inspector, utility man $1.38 to $1.49; boiler operator, tractor operator $1.41 to $1.53; rigger $1.53 to $1.70; electrical department—rectifier floorman $1.41 to $1.53; sub-station operator $1.50 to $1.66; rectifier operator $1.55 to $1.75. Tradesman—painter $1.47 to $1.62; bricklayer $1.50 to $1.66; blacksmith $1.55 to $1.75; carpenter, pipefitter, welder, armature winder, meterman $1.59 to $1.79; millwright, machinist, electrician, rectifier electrician $1.62 to $1.83. The above rates are from 11 to 14 cents higher than those in effect under the former agreement.

Off-shift differential: shift workers working between 7 p.m. and midnight will be paid 6 cents (formerly 5 cents) over regular rate. Those working between midnight and 7 a.m. will be paid a premium of 8 cents (formerly 5 cents) per hour.

Provision is made for *seniority rights* and *settlement of grievances.*

Non-ferrous Metal Smelting and Refining —*Trail, B.C.—The Consolidated Mining and Smelting Co. of Canada Ltd. and the International Union of Mine, Mill and Smelter Workers, Local 480.*

Agreement to be in effect from June 1, 1953, to May 31, 1954, and thereafter from year to year subject to notice not less than 2 months prior to the expiry date.

This agreement is similar to the one previously in effect (L.G., Jan. 1953, p. 94) with the following change:—

Vacations with pay: as before one week after one year's service and 2 weeks after 2 years' service; but employees now qualify for 3 weeks vacation after 15 years' service instead of after 20 years' under the previous agreement.

Wage rates are unchanged.

Electrical Apparatus and Supplies—*Toronto and Peterborough, Ont.—Canadian General Electric Co., Ltd. and United Electrical, Radio and Machine Workers of America, Locals 507, 515, 516, 524, 526 and 537. (Hourly-rated employees.)*

Agreement to be in effect from March 27, 1953, to March 27, 1954, and thereafter from year to year subject to notice within 80 to 70 days before termination date.

Check-off: voluntary but irrevocable during the term of the agreement for old employees; compulsory for new employees within 30 days after engagement.

Hours: from January 1, 1954, 8 per day, 40 per week of 5 days. *Overtime:* from January 1, 1954, time and one-half for work in excess of regular daily hours, and for work on Saturdays, Sundays and on 8 recognized holidays.

Vacations with pay: one week after one year's service, one and one-half weeks after 3 years, 2 weeks after 5 years and 3 weeks after 15 years of service. Ordinarily pay allowance may not be drawn for vacations not taken, and vacations may not be postponed from one year to another. For a paid holiday occurring during the vacation period the employee will receive an extra day's vacation with pay.

Wage rates: effective April 27, 1953, all hourly job rates and all average hourly earnings to be increased by 6 cents per hour for men and apprentices, and by 7 cents per hour for women and boys. Effective January 1, 1954, all rates to be increased by 5 per cent to compensate for a reduction in the standard work week to 40 hours. Females who produce the same quantity and quality of work as males on the same jobs are to receive the same pay as males. An incentive plan is in force.

Off-shift differential: a bonus will be paid of 7 cents per hour for the second shift and 9 cents per hour for the third shift.

Seniority will apply in lay-offs, re-hirings and promotions, with some reservations as to the experience and suitability of the employee concerned. Provision is made for *settlement of grievances.*

A separate agreement effective from July 1, 1953, for a period of 2 years, and subject to renewal under conditions similar to those which apply to the main agreement, provides for the establishment of a *group insurance plan,* effective July 1, 1953. This plan is to be financed by joint contributions from employer and employees and to be administered by the company.

Construction

Painters—*Toronto, Ont.—Master Painters and the Brotherhood of Painters, Decorators and Paperhangers of America, Locals 557, 864, 1003 and 1080.*

Agreement to be in effect from March 9, 1953, to April 30, 1955, and thereafter from year to year subject to notice 60 days before expiry date.

Union security: closed shop. Extra journeymen needed are to be hired through the union. Non-union men must be in possession of working permit before starting work.

Check-off: voluntary.

Hours: 8 per day Monday to Friday, a 40-hour week. *Overtime:* time and a half from 5 p.m. to 8 p.m. during the first 5 days of the week, and double time after 8 p.m. Time and a half for work on Saturdays and double time for work on Sundays and 7 recognized holidays. No work allowed on Labour Day.

Vacation pay: 4 per cent of wages.

Hourly wage rates: effective March 9, 1953, $1.85; effective October 1, 1953, to April 30, 1954, $1.90; effective May 1, 1954, to April 30, 1955, $1.95.

Off-shift differential: on one shift performed at night at the rate of 8 hours' pay for 7 hours' work.

Travelling expenses: this agreement applies to the territory within a radius of 25 miles from the Toronto City Hall. This territory is divided into 5 zones, each covering 5 miles of the radius. For work in Zones 1, 2 and 3 travelling expenses are paid to all employees, regardless of their place of residence, as follows: work in Zone 1, no payment; work in Zone 2, 50 cents per day; work in Zone 3, $1.50 per day. For work in Zones 4 and 5 payments are made as follows: to employees resident in Zones 1, 2 and 3, work in Zone 4, $2.50 per day; work in Zone 5, $3.50 per day. To employees resident in Zones 4 and 5 travelling expenses for work in these Zones are paid at the rate of 10 cents per mile in excess of 5 miles each way.

Arrangements are provided for the *settling of grievances.*

Painters and Decorators—*Vancouver, B.C. —The Building and Construction Industries Exchange of British Columbia (Painting and Decorating Section) and the Brotherhood of Painters, Decorators and Paperhangers of America, Local 138.*

Agreement to be in effect from April 1, 1953, to March 31, 1954, and thereafter from year to year subject to 90 days' notice.

This agreement is similar to the one previously in effect (L.G., Nov. 1952, p. 1478) with the exception of the following:—

Minimum hourly wage rates: under the previous agreement an interim increase of 10 cents per hour was provided for effective January 1, 1953. Under the present agreement a further increase of 7 cents per hour effective May 25, 1953, brings the rates to: brush painting and paperhanging $2.07, spray painting, $2.17.

Public Utilities

Gas Manufacture and Distribution—*Toronto, Ont.—The Consumers' Gas Co. of Toronto and the International Chemical Workers' Union, Local 161.*

Agreement to be in effect from July 8, 1953, to July 7, 1955, and thereafter subject to 2 months' notice.

Union security: maintenance of membership for all members; and compulsory membership for all employees hired after the effective date of the agreement, on completion of 3 months' employment.

Check-off: compulsory for all union members.

Hours: 8 per day, a 40-hour week. *Overtime:* time and one-half for work in excess of regular hours per day or regular days per week; and also for work on Saturdays, Sundays and on 8 *paid holidays* if not part of regular shift work. Employees working on holidays also receive a day off with pay for each holiday worked. Certain employees may be required to work beyond their assigned hours at regular rates of pay, this arrangement having been agreed to in exchange for a special sick pay plan. An employee who works on his regular day or days off has the option of taking equivalent time off without pay.

Vacations with pay: one week after one year's, 2 weeks after 2 years' and 3 weeks after 15 years' service. Shift premiums not included in vacation pay. Seniority is considered in arranging vacation schedule.

Sick leave: for an illness of not less than 3 work days an employee shall be paid half his basic pay from the first day of illness up to a maximum of 8 weeks for any one illness, or in each 12-month period. This maximum may be increased to 13 weeks in each 12-month period for employees with more than 10 years' service. Employees are entitled to medical attention by a doctor appointed by the company in consultation with the union.

Wage rates: per hour—production departments—retort house operators, water gas operators, valve house operators (A) $1.68½; main cleaners (A), flue cleaners (A), valve house operators (B), valve house booster operator, holder operators, assistant in yard $1.63; propane plant operator $1.73½; propane plant spare operators and unloaders $1.64; condensing house operator, dehydrator operator $1.69½; lodormobile operator, crane operator $1.67½; condensing house helper, dehydrator helper $1.60; water gas rake-out men, dehydrator helper, conveyor operators, catch basin cleaners, trimmers and ashmen, truck drivers and spare drivers, helpers (maintenance, 1st class) $1.58; holder operators' helper, conveyor oiler, helpers (maintenance, 2nd class) $1.54½; retort house spare operators, conveyor helpers and spare operators, watchmen, janitors and cleaners, syphons, helpers in coke shed, truck drivers' helpers, helpers (maintenance, 3rd class), water gas spare helpers $1.52½; maintenance: welders, iron workers, machinists and blacksmiths, carpenters (leading hand) $1.93½. Distribution division—fitters, special $1.80, first class $1.74½, second class for two years $1.60, third class for one year $1.54½; meter repairers and testers, first class $1.67½, second class $1.60, third class $1.54½; meter preparers and painters $1.60; appliance adjusters and testers $1.61; gasmen, first class after 5 years as second class $1.67½, second class $1.62. Meter readers, per week: start $58.29 to $64.05 after 24 months. (The rates given are generally from 10 to 11 cents higher than those under the previous agreement.)

Off-shift differential: a premium of 5 cents per hour on afternoon shift and 8 cents per hour on night shift.

Provision is made for *seniority rights* and *grievance procedure.*

Top Union, Management Officials Embark on Joint Tour

Top officials of the United Steelworkers of America (CIO) and of the United States Steel Corporation have begun a tour of the company's plants in an effort to encourage industrial harmony and better understanding at plant levels.

David J. McDonald, President of the United Steelworkers, and Benjamin J. Fairless, Board Chairman of U.S. Steel, made their first visit to the Lorain, Ohio, plant in mid-November.

The original plan for such tours was worked out by the late Philip Murray, President of the Steelworkers, and Mr. Fairless, then President of U.S. Steel, after the steel strike in 1952.

The tour as first conceived was to have consisted of only Mr. Murray and Mr. Fairless but now has been broadened to include a delegation of the local union and plant management so that they will be available should any questions or grievances of a local nature arise.

The tour will enable the Corporation's Chairman and the Union President to talk with workers and foremen on the job in the experiment to facilitate the operations of grievances and arbitration machinery.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the correction of one agreement and the amendment of 14 others.

In addition to those summarized below, they include: the amendment of the agreement for barbers at Joliette and the correction of the agreement for the food products manufacturing and wholesale food trade at Quebec published in the *Quebec Official Gazette* of November 7, and the amendment of the agreement for the ladies' handbag manufacturing industry in the province gazetted November 14.

A request for a new agreement for retail trade at Richmond and Melbourne was published October 24; a request for the amendment of the agreement for ladies' hairdressers at Montreal was gazetted October 31; for the building trades at Montreal in the issue of November 7.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Men's and Boys' Clothing Industry, Province of Quebec.

An Order in Council dated October 28 and gazetted November 7, amends the previous Order in Council for this industry (L.G., July 1953, p. 1031). Another amendment was published in the *Quebec Official Gazette* of August 1.

Cost-of-living bonus provisions are similar to those previously in effect (L.G., 1951, p. 827; 1952, p. 1361; Feb. 1953, p. 283, July, p. 1031) with the exception of the following: the previous amount of the general bonus is increased from 28½ to 35 cents per hour; odd pants manufacturing from 20 to 23½ cents per hour; class "B" garments from 20 to 23½ cents per hour. Employers engaged in the manufacture of children's clothing will continue to pay 17½ cents per hour as previously. Apprentices without previous experience will be paid the cost-of-living bonus provided herein, less 7½ cents per hour during a period of 13 weeks, thereafter the full bonus. However, this amendment provides for certain exceptions with relation to payment of the above cost-of-living bonus as follows: those employers contributing to a social security plan a sum equivalent to 3½ cents per hour for each regular and overtime hour worked may pay a cost-of-living bonus of 31½ cents per hour instead of 35 cents per hour; all employers who have contractual relations with the Amalgamated Clothing Workers of America, Montreal Joint Board, and other employers who have, prior to the coming into effect of this amendment, paid a general increase of 10 per cent, with a maximum of 12 cents per hour calculated on the base wages of their employees (excluding cost-of-living bonus) shall pay the cost-of-living bonus herein provided less 6½ cents per hour. Employers who have not given a general increase to all employees equal to a 10 per cent increase upon basic wages, since March 31, 1952, may within 30 days of the coming into effect of the present amendment, elect to pay, in lieu of the increase of 6½ cents in the cost-of-living bonus, a general increase of 10 per cent, not to exceed 12 cents per hour calculated on basic wages.

Printing Trades, Chicoutimi District.

An Order in Council dated October 28 and gazetted November 7, amends the previous Orders in Council for this industry (L.G., 1950, pp. 345 and 1678; 1951, p. 1538; Nov. 1952, p. 1480). Agreement, as amended, is extended to September 1, 1954, thereafter from year to year, subject to notice.

Minimum hourly wage rates of Zone I: journeymen $1.35 per hour; bookbinding female employees from 40 cents per hour in first 6 months to 58 cents in sixth 6 months. (The above rate for journeymen is 5 cents per hour higher than formerly in effect; rates for bookbinding female employees are unchanged.)

Vacation with pay: in addition to 2 weeks' vacation with pay after one year of continuous service with the same employer this amendment now provides for 3 weeks' vacation with pay to all employees with 20 years of continuous service with the same employer, in the same shop.

Metal Trades, Quebec District.

An Order in Council dated October 23 and gazetted October 31, amends the previous Orders in Council for this industry (L.G., 1951, pp. 546 and 1538; July 1953, p. 1032, and previous issues). A correction of this agreement, as well as another amendment to it were published in the *Quebec Official Gazette* issues of June 20 and August 1, respectively.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June 1934.

Industrial jurisdiction: this clause is amended to include as exemptions to the terms of this agreement, those employees working in an establishment manufacturing woodworking machines with a payroll, as regards repairs for customers, that does not exceed 15 per cent of total payroll.

Minimum hourly wage rates are increased by from 3 to 10 cents per hour in Zone I, and from 4 to 13 cents per hour in Zone II. New minimum rates for certain classifications are now as follows: toolmaker $1.48 in Zone I, $1.37 in Zone II; tracer $1.38 in Zone I, $1.27 in Zone II; general welder, general machinist $1.28 in Zone I, $1.17 in Zone II; acetylene or electric arc welder, sheet metal mechanic, lathe, miller, etc., machinist, marine mechanic, fitter mechanic, boilermaker, pipe mechanic, temperer $1.23 in Zone I, $1.12 in Zone II; machine shop joiner, blacksmith $1.18 in Zone I, $1.07 in Zone II; cutter $1.18 in Zone I, $1.08 in Zone II; checker, shipper 91 cents in Zone I, 84 cents in Zone II; truck driver 96 cents in Zone I, 87 cents in Zone II; labourer 86 cents in Zone I, 79 cents in Zone II; storeman $1.05 in Zone I, 95 cents in Zone II. The new wage schedule includes revised scales of minimum rates for assemblers and machine operators as follows: from 52 cents per hour in the first 6 months of first year to $1.01 in fifth year in Zone I, from 48 cents to 93 cents in Zone II. This amendment also now provides that female workers in a metal working establishment may be paid at a rate 20 per cent lower than those provided by this agreement. This new wage scale does not include the classifications of production workers.

Garages and Service Stations, Rimouski.

An Order in Council dated October 23 and gazetted October 31, amends the previous Orders in Council for this industry (L.G., 1950, p. 78; 1951, p. 1108; Jan. 1953, p. 97).

Hours: 50 per week (a reduction of 4 hours per week). Regular daily hours are unchanged at 9. Shift work provisions are included. However, servicemen continue to work 9 hours per day Monday through Saturday, 54 hours per week.

Overtime: time and one-half for work in excess of regular hours (with the exception of the first 30 minutes when overtime does not exceed that period) and for work on Sundays and 8 specified holidays, 3 of which are *paid* holidays, when 3 or less stations are open; double time of Sundays and observed holidays when more than 3 stations are open.

Minimum hourly wage rates are increased by from 4 to 10 cents per hour and the new minimum rates for certain classifications are now as follows: mechanic, fitter, machinist, electrician, body workers, welder, painter, upholsterer, glazier and vulcanizer class "A" $1.35, class "B" $1.19, class "C" 97 cents; service men from 55 cents per hour in first year to 90 cents in fourth year; spare parts clerks class "A" $1.03, class "B" 92 cents. Wages higher than those provided by this amendment will not be reduced during the term of the present agreement and full compensation will be given for the reduction of working hours from 54 to 50 per week on the rates actually paid. (The trade wheelwright is not included in the wage scale.)

Escalator clause: 5 cents per hour, upward or downward, for each 3 points change in the Consumer Price Index published by the Federal Bureau of Statistics, taking 115·4 points as computing basis. However, readjustment will not exceed 5 cents per hour, either way. (This clause is new.)

Provisions of this agreement relating to the carrying on of urgent operations in accordance with the Weekly Day of Rest Act and payment therefore, apprenticeship conditions, as well as the provision relating to remuneration for waiting time computed on the regular rate, when an employee called for a certain time must wait to be put to work, are deleted.

Garage and Service Station Employees, Quebec.

An Order in Council dated October 28 and gazetted November 7, amends the previous Orders in Council for this industry (L.G., 1949, p. 1420; 1951, p. 1107; 1952, p. 1222, and previous issues). Another amendment was published in the *Quebec Official Gazette* of June 6, 1953. The present agreement is extended until June 10, 1954, thereafter from year to year, subject to notice.

Overtime: time and one-half for work in excess of 49 hours per week, as previously.

Minimum wage rates (industrial establishments) in Zone I are increased by 5 cents per hour and the new minimum rates for certain classifications are now as follows: journeymen—mechanics, fitters, machinists, electricians, body workers, wheelwrights, blacksmiths, welders, painters and upholsterers class "A" $1.40, "B" $1.20, "C" $1.15, "D" $1.10; storage battery man, vulcanizer or retreader, glazier and greaser $1.10; apprentices from 50 cents per hour in first year to 87 cents in fourth year. Minimum rates for service men in commercial establishments of Zone I are increased from 85 to 87½ cents per hour and minimum rates for automobile washers and delivery men are increased from 75 cents to 77½ and 80 cents per hour respectively. Employees whose minimum rates are not established by the present agreement will receive 40 cents per hour in first 6 months, thereafter 50 cents per hour (an increase of 10 cents in either case).

Parts Department, Etc., Employees

Provisions governing the parts department, office and service employees are added to this agreement as follows:—

Hours: parts department, 46½ hours per week; office employees 44 per week; service salesmen 54 per week. Industrial and commercial establishments engaged exclusively in the repair and maintenance of bus and automobile material used at the time in building and construction engineering operations and doing no work for the public may operate on a 49-hour week.

Overtime: time and one-half for work done in excess of above hours if an employee has been at the disposal of the employer and has worked the regular hours of work.

Minimum wage rates: head clerk (male) $57 per week; parts department employees —(male) from $20 per week in first 6 months to $35 in fourth year, (female) from $16 per week in first 6 months to $21.50 in third year; after 4 years' experience (male employees) ⅓ class "A" $50 per week,

⅓ class "B" $45, ⅓ class "C" $41; after 3 years' experience (female employees) ⅓ class "A" $29, ⅓ class "B" $26, ⅓ class "C" $24; office employees—(male) from $19 per week in first year to $33 in fifth year, thereafter ⅓ class "A" $48, ⅓ class "B" $43, ⅓ class "C" $39; (female) from $17 in first year to $23 in third year, thereafter ⅓ class "A" $30, ⅓ class "B" $28, ⅓ class "C" $26; service salesmen—from $30 per week in first year to $40 in third year, thereafter $45 per week. Additional allowance of 2½ cents per hour to employees classified as service man, apprentice, washer or automobile driver and 3 cents per hour if classified in any other category of employment. Payable only for regular hours of work.

Automobile Accessories Wholesale Firms, Etc.

Supplementary provisions governing automobile accessories wholesale establishments and motor machine shops are added as follows:—

The jurisdiction of this part is both commercial and industrial and applies to manufacturers or merchants whose main trade includes wholesale selling of automobile parts or accessories or of garage equipment or parts, as well as to motor machine shops where automobile motors and various other automobile parts are built, reconditioned, repaired, etc. Commercial jurisdiction relates to all wholesale establishments and industrial jurisdiction includes all motor machine shops.

Hours: in commercial and industrial establishments all employees with the exception of office workers 46½ hours per week; office employees 44 per week.

Overtime: time and one-half for work in excess of regular hours. In industrial establishments journeymen and apprentices will receive regular rates up to 7 p.m. Monday through Friday for work started before 6 p.m., and up to 1 p.m. Saturday for work started before noon.

Minimum wage rates in commercial establishments of Zone I: head clerk (male) parts sale department $57 per week; sales clerks (male) from $25 per week in first year to $35 in fourth year, thereafter ⅓ class "A" $50, ⅓ class "B" $45, ⅓ class "C" $41; warehouse clerks (male) from $22 per week in first year to $30 in fourth year, thereafter $35; office employees—head clerk $57 per week; clerks' rates (male and female) are similar to the rates for office employees shown above in special provisions governing parts department, etc. with the exception of clerk (male) who receives $20 per week in first year; other minimum rates include delivery man 80 cents per hour and male employees not otherwise classified from 40 cents per hour in first 6 months to 50 cents after 6 months. In Zone II minimum rates will at least equal 75 per cent of those established for Zone I. Minimum rates of industrial establishments of Zone I: journeymen operators, assemblers and electricians class "A" $1.40, class "B" $1.20, class "C" $1.15, class "D" $1.10; apprentices from 50 cents per hour in first year to 87 cents in fourth year; washers automobile parts 65 cents; service men 90 cents; apprentice 50 cents in first year, 65 cents in second year; delivery man 80 cents; office employees and male employees not otherwise classified will be paid the rates shown above for these categories in commercial establishments; in Zone II minimum rates will at least equal 75 per cent of those rates of Zone I. The additional allowances provided in the minimum rate schedule above for employees engaged in parts department, etc., may be waived where no work is done for the public and providing the employers establish and maintain a collective insurance plan requiring a disbursement equal to payment of said allowance.

Construction

Building Trades, Counties of Drummond, Arthabaska and Nicolet.

An Order in Council dated October 23 and gazetted October 31, amends the previous Orders in Council for this industry (L.G., 1950, pp. 1053 and 1904; 1951, pp. 977 and 1108; 1952, p. 1481, and previous issues). Another amendment was published in the *Quebec Official Gazette* of October 18, 1952. The terms of the present agreement, as amended, are extended until April 1, 1955, thereafter from year to year, subject to notice.

Minimum hourly wage rates are increased by from 5 to 25 cents per hour and the new minimum rates for certain classifications are now as follows: bricklayer, mason and plasterer $1.55 in Zone I, $1.50 in Zone II, carpenter-joiner, electrician, sheet metal worker or tinsmith roofer, pipe mechanic and steamfitter, pipe welder $1.30 in Zone I, $1.25 in Zone II; blacksmith, floor polisher, operator-stationary or portable electric machines (including cranes and mixers) $1.05 in Zone I, $1 in Zone II; mason (rough foundation masonry) block layer $1.40 in Zone I, $1.35 in Zone II; labourer 95 cents in Zone I, 90 cents in Zone II; marble and terrazzo layer $1.15 in Zone I, $1.10 in Zone II; operator stationary or portable gasoline engines (cranes and mixers) $1.15 in Zone I, $1.10 in Zone II; painter (outside work over 45 feet in height) $1.35 in Zone I, $1.30 in Zone II; painter and paperhanger $1.20 in Zone I, $1.15 in Zone II; sprayman $1.25 in Zone I, $1.20 in Zone II. Minimum rates for ornamental iron layer are unchanged at $1 in Zone I, 95 cents in Zone II. Minimum rates for apprentices are in most cases 5 cents per hour higher than previously.

It is also provided that all minimum rates will be further increased by 5 cents per hour from April 1, 1954.

Vacation with pay: one week with pay equal to 2 per cent of regular wages to all employees with 12 months continuous service, as previously in effect. Employees with less than 12 months service, who leave of their own accord, or who are dismissed, will receive 2 per cent of regular earnings from date of employment. (This last provision formerly applied to employees with a minimum of 2 months of service.)

Building Trades, Quebec District.

An Order in Council dated October 23 and gazetted October 31, amends the previous Order in Council (L.G., Sept. 1953, p. 1327).

Territorial jurisdiction is amended by the addition of the words "Sainte-Monique-des-Saules" after the words "St. Felix-du-Cap-Rouge" as mentioned in the description of Zone I.

Building Trades, Hull District.

An Order in Council dated October 28 and gazetted November 7, amends the previous Orders in Council for this industry (L.G., 1951, p, 828; 1952, pp. 56, 452, 611 and 781; July 1953, p. 1032, and previous issues).

Minimum hourly wage rates: master electrical contractor (personal services) $2.40 per hour in Zone I, $2 in Zone II; journeyman electrician holding licence "C" $1.50 in Zone I, $1.20 in Zone II. Minimum rates for certain other classifications in Zone I only, are now as follows: bricklayer $2 per hour, carpenter-joiner $1.75, plasterer $1.80.

Building Trades, Rimouski.

An Order in Council dated October 28 and gazetted November 7, amends the previous Order in Council for this industry (L.G., Sept. 1953, p. 1328). The Corporation of Master Electricians of the Province of Quebec (Lower St. Lawrence Division) is added to the list of contracting parties.

Industrial jurisdiction is extended to all operations in connection with the construction, repair, installation of electrical installations and equipment. Operations to be carried out by qualified workers.

Minimum hourly wage rates: the schedule of minimum rates is amended by the addition of the following: electrician (contractor personal services) $2 per hour in Zone I, $1.90 in Zone II, $1.80 in Zone III; journeyman electrician $1.35 in Zone I, $1.30 in Zone II, $1.20 in Zone III; foreman 10 cents per hour above the rate for journeymen; apprentice electrician from 55 cents in first year to 90 cents per hour in fourth year.

Building Trades, Sherbrooke District.

An Order in Council dated October 28 and gazetted November 7, amends the previous Orders in Council for this industry (L.G., 1951, p. 1539; 1952, pp. 781 and 1362; June 1953, p. 911, and previous issues). The terms of the present agreement, as amended, are extended until March 31, 1955, thereafter from year to year, subject to notice.

Territorial jurisdiction comprises the counties of Sherbrooke, Compton, Frontenac, Stanstead, Shefford, Brome, Missisquoi, Richmond and Wolfe all divided into 3 Zones as follows: Zone I, the cities or towns of Sherbrooke, Farnham, Cowansville, Granby, Magog, Asbestos, Windsor and within a radius of 5 miles of their limits; Zone II, cities or towns of Coaticook, Mégantic, Waterloo, Bedford, Stanstead, Richmond and within a radius of 5 miles of their limits; Zone III, the remainder of the territorial jurisdiction. From March 31, 1954, the town of East Angus and within a radius of 5 miles of its limits will be included in Zone II.

Hours are unchanged at 44 per week except for Windsor, Farnham and Cowansville where a 48-hour week is in effect.

Minimum hourly wage rates: this amendment provides for a general increase of 5 cents per hour to all classifications included in the main schedule, as well as certain trade apprentices, in all Zones except Zone III. Employees working in Zone III on construction projects amounting to $100,000 or more, including wages and material, will be paid the rates of Zone II. Minimum rates for certain tradesmen and apprentices in the city of Sherbrooke and within a radius of 5 miles of its limits who are governed by a separate wage schedule are not affected by the 5 cents per hour general increase mentioned above.

Wage rates on construction contracts for a lump sum granted and signed before March 31, 1953, are not changed by the present amendment.

Other provisions of this amendment include regulations governing apprenticeship, travelling and board expenses for electricians, and work on urgent operations.

Structural Iron Industry (Erectors), Province of Quebec.

An Order in Council dated October 28 and gazetted November 7, amends the previous Order in Council for this industry (L.G., Oct. 1953, p. 1505).

Industrial jurisdiction: this agreement applies to all engineering construction and building operations involving the erection or fabrication on the site, of structural steel, including the demolition, repair or dismantling thereof, but without prejudice to the rights and privileges of the electrical, the elevator, the ornamental iron and bronze, the sheet metal and the boiler construction and steam generation industries, to erect structural steel incidental to their respective operations; it will also apply to structural steel used in the erection of hoists, car dumpers, cranes, conveyors, ore unloaders, coal bins and hoppers, ash chutes and hoppers, rock, coke, sand and ore bins and hoppers without prejudice as outlined above, and where work is of a permanent nature; it will also include burning, welding, riveting and rigging in connection with foregoing operations.

Territorial jurisdiction comprises the entire province of Quebec with the exception of the counties of Gaspe-North, Gaspe-South, Saguenay and that part of the county of Abitibi-East, situated east of longitude 75° 30′, and any territory not comprised in an electoral district. However, outside the Island of Montreal and the cities of Quebec and Sherbrooke, the agreement applies only to metal construction operations covered by the industrial jurisdiction of the agreement and involving the use of 50 tons of steel or more.

Minimum hourly wage rate schedule is amended by the deletion of the classification machinery mover.

Building Trades, Chicoutimi District.

An Order in Council dated November 5 and gazetted November 14, amends the previous Orders in Council for this industry (L.G., 1951, pp. 358, 691, 1251 and 1672; 1952, pp. 56, 452, 1480 and 1599, and previous issues). This agreement is extended until November 1, 1955, thereafter from year to year, subject to notice.

Territorial jurisdiction: the county of Charlevoix is deleted, as well as the provisions respecting Zone II which comprises the municipalities of La Malbaie, Cap-a-l'Aigle, Pointe au Pic, Clermont and within a radius of 2 miles of their limits. In addition, the agreement, as amended, will not apply to the county of Saguenay.

(Continued on page 130)

2nd Session of B.C. Legislature, 1953

Equal pay law, Canada's third, chief labour enactment during sitting

An equal pay law was the main labour enactment of the second session of the British Columbia Legislature to be held during 1953, which opened on September 15 and ended October 17.

Equal Pay

British Columbia is the third province to enact an equal pay law. The Ontario Female Employees Fair Remuneration Act has been in effect since January 1, 1952, and the Saskatchewan Equal Pay Act since January 1, 1953. The British Columbia Equal Pay Act received Royal Assent on October 17 and will come into force on December 31, 1953.

The Act forbids an employer to pay a female employee at a lower rate than a male employee for the same work in the same establishment.

A woman who considers that she has been discriminated against contrary to the Act may make a written complaint to the Director, who is the secretary of the Board of Industrial Relations. On the Director's recommendation, an inspector may be named by the Minister of Labour to inquire into her complaint, try to bring about a settlement, and report back to the Director. If the inspector does not succeed in securing a settlement, the complaint may be referred to the Board of Industrial Relations, which will hear the parties and, if it finds the complaint substantiated, will recommend to the Director the course to be taken. The Minister may then issue an order to carry out the Board's recommendations. Failure to comply with his order is an offence punishable by a fine not exceeding $100.

In its prohibition of discrimination in rates of pay because of sex the British Columbia Act is similar to the Act of Ontario. The Saskatchewan Act requires employers to give women the same pay as men for "work of comparable character" done in the same establishment. All three Acts are alike in their provisions for enforcement except that the British Columbia Act does not make provision for an *ad hoc* commission of inquiry in cases where a complaint is not adjusted by an inspector but uses instead the services of an existing board.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Hospital Insurance

Amendments to the Hospital Insurance Act permit the granting of benefits for an extended period to persons who have a good record of premium payment, shorten the residence qualification period for persons who move into the province and work for an employer who has a compulsory payroll deduction scheme in effect, and authorize the provincial Government to pay the total cost of hospitalization for recipients of social assistance.

The Lieutenant-Governor in Council was authorized to extend for not more than three months the period during which a person is entitled to receive benefits under the Act. Benefits granted to a person during the extended period are called "insured benefits". They will be granted only to a person who has a good record of payment of premiums in advance and they do not affect the person's liability to pay the premium for the extended period at a future date.

The Lieutenant-Governor in Council was also authorized to cancel an overdue premium payment after the expiration of the period in respect of which the premium was payable.

Previously, premiums were paid by the Government on behalf of old age pensioners and persons receiving mothers' allowances or social assistance. The Act was amended to provide that the provincial Government, instead of paying the premiums, will hereafter pay annually into the Hospital Insurance Fund the total cost of the services or treatment given to persons receiving any form of social assistance to which the province contributes financially and certified by the Deputy Minister of Welfare as being entitled to health services. This provision applies also to the dependants of such persons, to persons who received old age pensions on December 31, 1951, to those who are receiving federal old age security and who

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have been granted a cost-of-living bonus by the provincial Government and persons receiving social assistance to which the province does not contribute under a reciprocal arrangement with another province.

A person who moves into the province and takes employment with an employer who has a system of payroll deductions of premiums in effect will be eligible for benefits under the Act on the first day of the month following the date on which he begins employment. The normal residence qualification fixed by the Act is three months.

A further amendment authorizes the Hospital Insurance Commissioner to require a resident of the province to supply such information regarding himself or members of his family as may be deemed necessary for the administration of the Act.

Voting at Provincial Elections

The minimum age limit for a voter at a provincial election was reduced from 21 to 19 years. Two other provinces, Saskatchewan and Alberta, have established a voting age lower than 21 years. In Saskatchewan, the minimum age is 18 and in Alberta, 19.

Bills Not Passed

Three private members' Bills which failed to pass at the first session in 1953 were again introduced but were ruled out of order. One of these, a civil rights Bill, was declared out of order in that sections of it concerned matters of a criminal or quasi-criminal nature and were considered to be in the sphere of federal jurisdiction. The other two Bills were ordered dropped from the order paper because it was considered that one would have involved a charge upon a section of the people and the other would have placed heavy obligations upon the Crown and involved the appropriation of public moneys. The three Bills were summarized on page 1041 of the LABOUR GAZETTE for July 1953.

The Bill to Protect Certain Civil Rights is similar to the Saskatchewan Bill of Rights Act passed in 1947. A Bill of this kind has been introduced for the past three years.

The second Bill sought to amend the Annual Holidays Act to increase the annual paid vacation required to be given from one to two weeks and the holiday pay from two to four per cent of annual earnings.

The third Bill proposed extensive amendments to the Industrial Conciliation and Arbitration Act, particularly with reference to the powers of the Labour Relations Board.

The Bill would have taken away from the Board the responsibility of determining whether or not the majority of employees in a unit are members in good standing of a union applying for certification and instead would have required the Board to ascertain if the majority had made application to join the union and had been accepted by the union as members. It would have added a section to make it clear that nothing in the Act should be deemed to give the Board power to interpret a union constitution.

The Bill also sought to remove the Board's authority to cancel certification when employees go on strike contrary to the Act.

Another amendment would have repealed the provision for a Government-supervised strike vote and the provision which enables the Board to order a Government-supervised vote on an offer of settlement made by either side when employees are on strike or locked out.

The section permitting union security clauses in collective agreements would have been replaced by one, similar to the section in the Saskatchewan Act, which would require the employer to include a maintenance-of-membership clause in a collective agreement on the request of a trade union representing the majority of employees in an appropriate bargaining unit.

New South Wales Makes Union Membership Compulsory

A law making membership in a trade union compulsory for workers and giving preference in employment to trade unionists was enacted in New South Wales, Australia, December 17.

The act obliges everyone earning up to £2,000 ($4,500) yearly to join a union. Limited exemptions will be allowed at the Government's discretion. The law provides for the exemption of conscientious objectors.

Official statistics show that at the end of 1953 there were 654,000 registered trade unionists and 419,000 non-unionists, about 39 per cent of the work force of the state.

Shortly after the law was enacted, the six leading employers' organizations in the state announced they would test the validity of the legislation in the High Court of Australia.

Legal Decisions Affecting Labour

Employer's responsibility for damage caused by employee is issue in Quebec case. Quebec court dismisses employer's application for writ of prohibition against council of arbitration. B.C. court restrains union from picketing to persuade other unions to break their contract

An employer's responsibility under the Civil Code for damage caused by an employee was the issue in a case before the Quebec appeal court involving the negligence of a fireman employed by the City of Quebec. In the Quebec Superior Court, an employer's application for a writ of prohibition against a council of arbitration was dismissed.

The position of a bargaining authority when two plants are combined under single ownership by the purchase of one of them was examined by the Supreme Court of British Columbia. In another case the same court continued an injunction against picketing on the grounds that the picketing was designed to persuade other unions to break their agreements.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . finds City of Quebec not responsible for the personal negligence of fireman on duty at station

The Quebec Court of Queen's Bench, Appeal Side, on June 3 allowed an appeal brought by the City of Quebec from a Superior Court judgment which found the city liable for $3,701.30 in damages as a result of an accident that occurred when a fireman threw away a match and a child who was near suffered severe burns. The appeal court held that the city was not responsible because the fireman at the time of the accident was not engaged in performing the work for which he was employed.

Mr. Justice Barclay gave the facts of the case. The plaintiff's son was severely burned on December 23, 1948, in the city's fire station No. 9. The boy was one of a group of children who often frequented the fire station, running messages and talking with the firemen. The firemen belonged to the *Association internationale des pompiers,* Local 988, affiliated with the American Federation of Labour. As one of its charitable functions the Association made and repaired and distributed toys among the poor children of Quebec. The firemen had organized a fête for December 23, consisting of a parade through the city and a party at the Palais Montcalm, which was lent to the Association by the city for that occasion. At the time he was burned the boy was dressed up as an Eskimo, covered with cotton wool from his neck to the top of his boots, to accompany Santa Claus in the parade. He and another boy had been invited the evening before to come to the fire station that morning, and were sitting close to the box where a fireman is posted to receive alarms or telephone calls. The fireman on duty that day lit a cigarette and threw away the match, which set fire to the cotton wool costume.

The boy's father brought an action in damages against the city under Articles 1053 and 1054 of the Civil Code, which make a person responsible for damage caused by his fault or the fault of persons or things under his control, "whether by positive act, imprudence, neglect or want of skill". Under Article 1054, an employer is made responsible for the damage caused by his employees "in the performance of the work for which they are employed". The trial judge found that the fireman's action was negligent and imprudent, that he was on duty for the whole 24 hours of the day in question, and that since firemen were permitted to smoke while on duty, he had not ceased to exercise his functions at the time of the accident.

Mr. Justice Barclay did not agree with this finding. He pointed out that earlier Quebec cases had established that an offence committed by an employee during the actual performance of his work was different from an offence committed *"à l'occasion de ses fonctions"*. On the day he was on 24-hour duty, the fireman was required to do certain things such as cleaning the premises but when that was done he had nothing further to do but wait for a fire alarm or a telephone call. He was permitted to do what he liked so long as he was on the premises and available for services. His Lordship considered

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that what the fireman did during this period that he merely remained available for duty was purely a personal act.

The Superior Court had given another reason for holding the City of Quebec responsible for the accident under Article 1054. It held that since the city permitted firemen to smoke it should have given proper instructions and supervised their execution, and that the city was responsible because it had failed to do so. Mr. Justice Barclay did not deal with this reason because the question had not been raised in the pleading.

The plaintiff also claimed that the city was directly responsible because the child was in its care. The civic authorities knew that the children were in the habit of going to the fire station. The city made a contribution to the Association and lent the Palais Montcalm for the celebration. The mayor attended the function and possibly one of the fire trucks was in the procession. The plaintiff argued that under these circumstances the children were in the care of the city at the time of the accident, which was due to lack of proper supervision.

Mr. Justice Barclay considered that the children were in the care of the Association, not of the city. The fact that the city made a contribution, lent one of its buildings for the fête, and that the mayor attended had, in his opinion, no bearing on the question. The plaintiff's son was dressed in costume as requested by the Association and was in the station at the request of a member of the Association waiting for a taxi in which he was to be driven to the fête given by the Association. Under these circumstances, His Lordship could find no fault on the part of the city.

Mr. Justice Gagné, Mr. Justice Bertrand and Mr. Justice Hyde concurred with these reasons.

Mr. Justice Marchand dissented from the judgment of the Court. He considered that the fireman was performing his work at the time of the accident, since his work consisted in being present at the station for 24 hours. Reading, talking, listening to the radio, and smoking were all activities that were permitted and while enjoying them he was still performing his work. The fact that the city permitted these activities while the firemen were on duty showed that it considered them a part of the fireman's job. For this reason he would have dismissed the city's appeal.

The Court, however, allowed the appeal from the earlier judgment. *La Cité de Québec* v. *Giguère* [1953] BR Montréal 647.

Quebec Superior Court . . .

. . . holds that a change of name does not affect a company's obligations under collective agreement

An employer's application for a writ of prohibition against the members of a council of arbitration appointed to conciliate a dispute between the company and its employees was dismissed February 28 by the Quebec Superior Court. The Court held that the council of arbitration was legally constituted by the Minister of Labour according to the provisions of the Quebec Trade Disputes Act and the Quebec Labour Relations Act.

On April 19, 1950, the Quebec Labour Relations Board certified the *Syndicat national catholique de la métallurgie de Québec, Inc.* as bargaining agent for employees of Laurentides Automobiles Inc. This company later changed its name to *Compagnie d'Outillage et Transport Limitée*. A collective agreement was concluded between the company and the union on April 10, 1951. On May 9, 1951, the company was authorized to change its name to Cobra Industries Inc. On March 10, 1952, the company wrote to the union that it no longer recognized the agreement of April 10, 1951.

The Court held that the plaintiff continued to be bound by the collective agreement. By changing its name twice it could not escape from the provisions of the Labour Relations Act and the Trade Disputes Act. Mr. Justice Dion quoted Section 22 from the Quebec Companies Act, which states that a change of name does not affect a company's rights or obligations. He mentioned that the Labour Relations Board had amended the union's certificate on March 5, 1952, to substitute the new name of the company for the previous one. Even if this had not been done, the company would still have been bound by the agreement. Its president admitted that the business was exactly the same as it was under the former name. The union, therefore, remained the certified bargaining agent for the company's employees.

On these grounds the Court held that the council of arbitration appointed to conciliate the dispute between the company and the union and to attempt to effect a collective agreement between them was properly constituted. The company's application for a writ of prohibition against its members was dismissed. *Cobra Industries Inc.* v. *Gagné et autres et Syndicat national catholique de la métallurgie de Québec Inc. et Commission de Relations Ouvrières de la Province de Québec* [1953] CS Montréal 289.

Supreme Court of British Columbia . . .

. . . refuses writ to prohibit certification of new bargaining agent for two-plant unit

The Supreme Court of British Columbia on August 24 dismissed the application of a local of the United Steelworkers of America for a writ to prohibit the provincial Labour Relations Board from certifying locals of the Machinists' and Boilermakers' unions as bargaining agents for employees in two plants of Vancouver Iron Works Limited, for one of which the Steelworkers' local was the certified bargaining agent. The Court held that under the Industrial Conciliation and Arbitration Act the Board had authority to consider a new application for certification and to change the bargaining unit when the agreement between the employer and the bargaining agent had been in effect for at least 10 months.

Mr. Justice Davey, who delivered the judgment of the Court, first gave the facts of the case. Local 3546 of the United Steelworkers of America, the applicant for the writ, was and had been for some years the certified bargaining agent for employees at the plant of Vancouver Iron Works Limited at 1155 West 6th Avenue in Vancouver. A collective agreement signed on March 4, 1953, was in effect with the employer for the period from August 1, 1952, to July 31, 1954. Another plant at 519 West 6th Avenue was purchased by the Vancouver Iron Works Limited from the Vancouver Machinery Depot, Limited, in the spring of 1953. Before the change of ownership, the Vancouver Engineering Works Limited had a plant at this address, and the bargaining agent for some of its employees was Local 692 of the International Association of Machinists. An agreement between the Machinists and Vancouver Engineering Works Limited was in effect for the period from September 15, 1951, to September 1952, and was later extended to December 31, 1953. In accordance with Section 12(8) of the Industrial Conciliation and Arbitration Act, the new owner of the plant became a party to this agreement when the change in ownership was made. The Vancouver Iron Works limited now operates both plants through one executive and under common direction.

On May 21, 1953, the Machinists' local and Local 359 of the International Brotherhood of Boilermakers, Shipbuilders, Blacksmiths and Helpers applied to the Labour Relations Board to be certified as the bargaining authority for all the employees of the Vancouver Iron Works Limited at both plants except foundry workers, pattern makers, elevator constructors, office staff and salesmen, thus including employees covered by the certifications of the Steelworkers at the 1155 West 6th Avenue plant and of the Machinists at the 519 West 6th Avenue plant.

The Steelworkers objected that the Board had no jurisdiction to grant the certification applied for, both by letter and at the meeting of the Board to consider the application held on July 10, 1953. The Board heard the application on its merits, pending consideration of the objection to its jurisdiction. On July 20 the Board informed the Steelworkers that it proposed to conduct a representation vote at both plants on July 21 and 22. The Steelworkers then made application for a writ to prohibit the Board from certifying the Machinists and the Boilermakers and from taking any steps leading to certification.

Counsel for the Steelworkers claimed on several grounds that the Board lacked jurisdiction to certify the applicants. One argument was that the Act did not authorize revocation of certification except under certain conditions which did not exist in this case. Under Section 12(7), certification may be revoked where the Board is satisfied that the labour organization has ceased to be a labour organization, that the employer has ceased to be the employer of the employees in the unit, or where 10 months have elapsed since certification and the Board is satisfied after proper investigation that the bargaining agent no longer represents the employees in the unit. Section 62 authorizes decertification of a bargaining agent where the employees have engaged in an illegal strike. Since these situations did not exist, the Steelworkers maintained that their certification could not be cancelled.

They also maintained that the Board could not consider the Machinists' and Boilermakers' application for certification because their collective agreement had not yet been in effect for 10 months. Section 10(1)(c) of the Act provides that a union claiming to represent the majority of the employees in a unit may apply for certification where a collective agreement is in force if ten months of its term have expired. Section 13 provides that the certification of a new bargaining authority for the unit revokes and replaces the bargaining authority previously granted. Any collective agreement then in force continues in effect, the rights and obligations of the previous bargaining agent being assumed by the new bargaining authority.

In answer to the Steelworkers' objection that an application for certification could not be made until their agreement had been in effect for 10 months, the Board contended that the restriction in the Act applied only to the first collective agreement entered into in respect of a unit, not to any subsequent agreement. It claimed that the Legislature did not want employees to be tied to any union but intended them to be free to change their bargaining representatives at all times except during the first 10 months of the first collective agreement.

His Lordship considered that this interpretation of the Act would expose unions to unlimited disputes over bargaining rights and employers and employees to the resulting disturbance. It might deprive a union, soon after the negotiation of a collective agreement, of the benefit of union security provisions contained in the agreement. Mr. Justice Davey considered that these results would tend to defeat one of the primary purposes of the Act, the securing of industrial peace, and might seriously weaken a union's efforts on behalf of employees in a unit. No substantial advantage would be achieved, because under Section 12(7) of the Act the Board can always proceed on its own motion or on application to investigate whether a union has ceased to represent the employees and if so to cancel its certification, provided only that 10 months have elapsed since certification. The difference is that the Board's authority to investigate the question of a bargaining agent's representative character under Section 12(7) is discretionary, while it *must* investigate where an application for certification has been made.

His Lordship concluded that an interpretation of the Act permitting a union to apply for certification at any time except during the first 10 months of the term of the first collective agreement was unnecessary to achieve the purpose suggested and would deprive the Board of its power to prevent unnecessary tests of the representative character of a bargaining agent during the initial 10 months' period of each current collective agreement. He held that the words in the Act "ten months of the term of a collective agreement" meant 10 months of any current collective agreement, and that therefore the application of the Machinists and Boilermakers could not be made before June 1, 1953, in respect of that part of the proposed bargaining unit covered by the Steelworkers' bargaining authority and collective agreement.

The Steelworkers also argued that the Board could not certify a bargaining agent for a unit composed of the company's two plants. They maintained that once the Board finds a unit appropriate for collective bargaining and certifies a bargaining agent in respect of it, the unit cannot be modified in any way even after the certification of the bargaining agent has been terminated. His Lordship noted that every time an application for certification is made the applicant must specify the proposed bargaining unit but the Board must determine whether the unit is suitable and may vary the unit by excluding employees or including additional employees. The Act specifies the time when applications for certification may be made depending on whether a bargaining agent has been certified for the unit and whether a collective agreement is in effect.

In His Lordship's view, this showed that the fact that the unit applied for included the whole or part of another existing unit would not prevent the Board from determining whether the proposed unit was appropriate for collective bargaining. Bargaining units were not fixed for all time, as the Steelworkers contended, but only for as long as unions retained bargaining authority in respect of them. He held that where 10 months of the term of any agreement had expired, an application could be made for certification on behalf of the unit covered by it, which might become part of a new unit to include all or parts of several other units for which bargaining agents had previously been certified and collective agreements entered into.

Mr. Justice Davey considered that, although the application of the Machinists and Boilermakers for certification was made nine days before 10 months of the term of the Steelworkers' agreement had expired, the Board could properly deal with it after the necessary period had expired. He considered that the Act required the Board to determine the appropriateness of the proposed bargaining unit and the representative character of the applicant union as of the date of the adjudication and not as of the date of the application. He held, therefore, that there was no need for the two applicant unions to make a new application for certification after the 10 months of the Steelworkers' agreement expired on June 1, 1953, for the Board had before it a valid application when it held its first hearing on June 10. He noted that this view complied with the direction contained in Section 65 of the Act that no proceeding shall be deemed invalid because of any technical irregularity.

A further argument put forward by counsel for the Steelworkers was that there could not be two overlapping bargaining authorities or two collective agreements in force at the same time for any unit or part of a unit. He maintained that the provision in the Act for replacement of one bargaining agent by another could not apply in this case, where bargaining authority was sought for a unit consisting of two plants which were previously separate bargaining units. His Lordship found this argument fallacious, and held that the Act provides for the automatic termination of the former bargaining authority to the extent of its coverage by the new authority, in spite of the fact that the new authority may cover a larger or smaller unit than the first certification. If this were not so, the Act would prevent the Board from reorganizing bargaining units to meet changing conditions in the ownership and operation of industry such as purchases and mergers.

He added that counsel for the Board, who led the argument against the Steelworkers' application, made it clear that the Board had no prejudice in the matter but only desired to secure a judicial construction of certain sections of the Act for its guidance.

The Court dismissed the Steelworkers' application for a writ to prohibit the Board from certifying the two applicant unions and from taking any steps leading to such certification. *United Steelworkers of America* v. *Labour Relations Board* [1953] 10 WWR(NS) 97.

Supreme Court of British Columbia . . .

. . . restrains union from picketing pipe-line to persuade other unions to break their agreements

In a judgment delivered July 27, the British Columbia Supreme Court held that picketing for the purpose of persuading members of other unions to break their contracts was illegal and liable to be enjoined, particularly since it took place during an illegal strike.

Mr. Justice Wood gave the facts in his reasons for decision. The injunction had first been issued on July 9 to prevent members of the International Brotherhood of Teamsters from picketing the premises of the employer, Comstock Midwestern Ltd., near the town of Hope, for the purpose of persuading other employees to cease work in connection with the construction of an oil pipe-line for the Trans Mountain Oil Pipe Line Co.

The conciliation board which had heard the dispute between the employer and the Teamsters' union, the Industrial Union of Operating Engineers, and the International Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, which were all three jointly certified as bargaining agents, had issued its report on June 26. The only issue which remained to be decided between the parties was the question of the date on which the Teamsters' agreement concerning wages should become effective. The majority report of the board recommended that the effective date be the same as that of the agreement with the "Operators' Union" while the minority report recommended a much earlier date.

No further steps were taken under the Act. On July 7 the teamsters stopped work and on July 8 set up a picket line with a placard. The other two trades did not stop working until representatives of the Vancouver, New Westminster Building Trades Council and of the Joint Council of Teamsters arrived on the scene with a letter from the secretary of the Building Trades Council to the business agent of the Plumbers' union which read:—

Dear Sir and Brother:

No doubt you are aware that the Truck Drivers Union, Local 213, have placed a placard on the Pipe Line job at Hope and vicinity.

At the Executive meeting of the Building Trades Council, held this morning, it was decided that the placard by the Teamsters was a legal placard and the Building Trades Council should support the Truck Drivers in their demand.

We are forwarding this for your information, hoping you will have your members recognize the said placard.

In His Lordship's view, the evidence made it clear that the purpose of the placard and of the picket line was not to give information to the public, since there were no members of the public concerned, but to persuade the members of the other trades to stop work, contrary to their agreements, and thus tie up all the operations of the company.

He referred to an unreported case decided by the British Columbia Court of Appeal on June 13, 1950, *Arsens* v. *Hotel and Restaurant Employees Union,* in which his own judgment dissolving an interim injunction was reversed by the Court of Appeal. Mr. Justice O'Halloran, who presided, had stated: "I am of the opinion that the illegal strike had not been called off; it had not ceased, and consequently, the continuance of the picketing was also illegal." Mr. Justice Robertson had also held that the picketing in that case was illegal because the strike was illegal.

It was argued on behalf of the defendants that this judgment was inconsistent with the decision of the Ontario Supreme Court in *Canada Dairies Ltd.* v. *Seggie* (L.G., 1940, p. 1218), and, although not mentioned, was in effect reversed by the Supreme Court of Canada in the case of *Williams* v. *Aristocratic Restaurants (1947) Ltd.* (L.G., 1951, p. 1553.) Mr. Justice Wood held that the proposition established by the latter case is that picketing, in the sense of attending at or near a place to communicate information, is, in the absence of conduct amounting to trespass or nuisance, perfectly legal, and this whether or not there is a trade dispute.

He concluded that, while picketing merely for the purpose of communicating information could not be enjoined, picketing was wrongful if carried on for other purposes. In this case the members of the other two trades had entered into contracts with the employer, and the defendants attempted to induce them to break their contracts and thus tie up the whole work without exhausting the remedies provided by the Act. Their action was similar to that of the defendants in *Seaboard Owners Ltd.* v. *Cross* (L.G., 1950, p. 221), a case in which picketing was held illegal because it amounted to a conspiracy to immobilize the employer's ships and to compel a breach of a legal contract.

The Court accordingly dismissed the application to dissolve the injunction and ordered the continuation of the injunction until the trial. *Comstock Midwestern Ltd.* v. *Scott et al* [1953] 4 DLR 316.

Recent Regulations, Federal and Provincial

Minimum wage rate set for geophysical exploration in British Columbia
Changes in apprenticeship standards made in Nova Scotia and Alberta

In British Columbia, a minimum wage of $1 an hour has been established for male employees in the geophysical exploration industry. Overtime at the rate of time and one-half the regular rate must be paid after 191 hours in a month.

Under the Alberta Apprenticeship Act, changes were made in the sliding scale of wages for apprentices in the sheet metal trade.

New trade rules were issued for two of the designated trades under the Nova Scotia Apprenticeship Act: motor vehicle repair and steamfitting. Higher wage rates for apprentices in the motor vehicle repair trade were provided for. They begin at 40 per cent of the journeyman's rate in the first six months of apprenticeship and are progressively increased at six-month intervals until they reach 90 per cent in the final six months of the four-year period. Formerly, the range was from 40 to 75 per cent, with annual increases. For both trades, standards of class training are now set out in the regulations.

New regulations under the British Columbia Hospital Insurance Act lay down the conditions under which benefits may be granted for an extended period to persons with a good record of premium payment.

FEDERAL

Canada Shipping Act

Amendments to the pilotage by-laws for Saint John, N.B., were made by P.C. 1953-1667 on October 28 and gazetted November 11.

A new By-law 26 raises pensions. The maximum annual pension payable to a licensed pilot with at least five years' service who retires because of age or physical or mental incapacity has been raised from $1,644 to $2,400. No pilot may receive in any year more than an amount equal to $80 for each year of service. Formerly, this amount was $47.

Previously, a licensed pilot retiring after less than five years' service received the money he had contributed to the pension fund. The by-law now provides that he will receive such sum as the Pilotage Authority in its sole and absolute discretion determines to be his interest in the pension fund.

The Pilotage Authority was also given discretion to decide how much shall be paid from the fund to pilots retired through misconduct and pilots voluntarily leaving the service.

A pilot under the age of 50 who retires because of a shipping casualty receives his interest in the fund, as determined by the Pilotage Authority. If he is over 50, his pension is the same as if he had retired for age or infirmity. The former provision was that he was entitled to half this pension if he retired after the age of 50. There was no provision for his retirement under the age of 50.

As previously, a widow receives, until re-marriage, a pension not exceeding one-half of the pension which her husband received or would have received at the time of his death. Children continue to receive up to $25 annually until they reach the age of 16 years.

The new pension benefits do not apply to persons already in receipt of benefits.

An amendment to By-law 5 provides that after March 31, 1953, the amount set aside for the pension fund out of the gross pilotage dues received must be eight per cent or more of the dues in a fiscal period, instead of seven per cent, as before. If the total amount contributed to the fund in a fiscal year averages less than $725 (formerly $460) per pilot, an actuarial investigation may be made to decide if additional contributions are necessary.

PROVINCIAL

Alberta Apprenticeship Act

The regulations under the Alberta Apprenticeship Act governing the sheet metal trade were amended to change the scale of minimum wage rates for apprentices. The minimum wage for an apprentice is a specified percentage of the prevailing wage for a journeyman in the trade which increases with each year of apprenticeship.

The rate for apprentices in registered employment prior to their basic training has been increased from 35 to 40 per cent of a journeyman's wages. For the first year after basic training the rate is 50 per cent, as before. The rates for the second and third years after basic training are now 60 and 75 per cent instead of 75 and 80 per cent, respectively. The 90 per cent rate for the fourth year after basic training is unchanged. For the purposes of these regulations, it is now stated that each year begins July 1.

These changes were approved by O.C. 1473-53 on October 26 and gazetted November 14.

Alberta Licensing of Trades and Businesses Act

The general regulations (L.G., Jan. 1953, p. 115) under the Alberta Licensing of Trades and Businesses Act, which gives the Minister of Industries and Labour authority to designate any business as one to which the Act applies and to prohibit the carrying on of such business by a person without a licence, were re-issued to permit restaurants and bakeshops to operate under a permanent licence rather than a yearly one. The only licences which must still be renewed annually are those for commercial agents, saw mills and tourist camps.

New regulations for restaurants and bakeshops were also issued. All restaurants, whether in cities and towns or elsewhere, must pay a licence fee of $10. The fee for a licence was formerly $10 in cities and towns and $5 in other places.

The three orders were made October 9 and gazetted October 31.

British Columbia Hospital Insurance Act

Amendments to the British Columbia hospital insurance regulations deal mainly with "insured benefits", periods of ineligibility for benefit, and changes in the status of beneficiaries.

By authorizing bonus benefit periods and by imposing less stringent penalties on persons with good payment records, prompt payment of hospital insurance premiums is encouraged. The three cases dealt with by the amendments are those of persons with good payment records who have not yet paid for the current period, persons who make a late payment for the current period and persons who pay in advance. In the first case, benefits not yet paid for may be granted; in the other two, a person who has a good payment record will become eligible for benefit sooner than one who has not.

The 1953 amendment to the Hospital Insurance Act (see p. 113) authorized an extension of the benefit period for not more than three months as a bonus to persons who build up a good record of premium payment. The benefits so provided are known as "insured benefits". The regulations set out the conditions under which "insured benefits" may be allowed. They provide that, after the expiration of a hospital insurance period, a person may receive benefits during the current month provided that in the preceding six months he paid an amount equal to one-half the annual premium or, in the preceding 13 months, an amount equal to the annual premium or, in the preceding 20 months, an amount equal to one and one-half times the annual premium. The regulation will not apply if any premium payment to the Commissioner was less than the instalment owing in respect of the hospital insurance

period to which it was applied. The maximum period of three months of "insured benefits" authorized by the Act will not be allowed until January 1955. Only one month will be permitted during the first half of 1954 and two months will be allowed during the last half of that year.

Similarly, persons who are paid up for the preceding hospital insurance period but who are late in paying their premiums for the next period are ineligible for benefits for only 14 days, whereas those who are not paid up lose benefits for one month.

Where an overdue payment has been made within the last month of a hospital insurance period, the payment of the premium for the subsequent period on or before the due date will not shorten any period of ineligibility which extends into that period.

Where a person pays his premium instalment in advance for a hospital insurance period, he will be considered a beneficiary from the first day of that period if he made a payment for the preceding period. If no such payment was made, he does not become entitled to benefits until one month after he has paid for the new period or the beginning of the new period, whichever is the later.

The Commissioner has authority to prescribe what period a premium payment applies to.

The regulation requiring an employer to deduct from the wages of a new employee an amount sufficient to pay any premiums in arrears and to prepay the premium for a six-month period was replaced by one requiring him, at the direction of the Commissioner, to make deductions for any period during which the employee was absent because of illness or for some other reason but still considered an employee or for any period after a change in the status of the employee.

British Columbia Hours of Work and Minimum Wage Acts

Geophysical Exploration

Effective from December 1, new regulations under the British Columbia Hours of Work and Male Minimum Wage Acts exempt workers in the geophysical exploration industry from the Hours of Work Act and require them to be paid a minimum wage of $1 an hour. For all time worked beyond 191 hours in a month time and one-half the regular rate must be paid.

The industry is defined as "any undertaking whereby the art of applying a physical science is employed in the determination of geologic or other conditions which may be favourable for the accumulation or location of oil or gas," and includes seismic, gravimetric, magnetic, electrical, geochemical and shallow structure test drilling and any other method which may be used for the purposes of geophysical exploration.

Regulation No. 40 under the Hours of Work Act declares the industry to be exempt from the operation of the Act (which limits working hours to eight in a day and 44 in a week). This regulation was made on November 17 and gazetted November 19.

A new minimum wage order, No. 23 (1953), for the same industry establishes a minimum rate of $1 an hour for all male employees except geophysicists, party or assistant party chiefs, party or assistant party managers, chief recorders, chief computers, chief observers, chief surveyors, chief drillers, chief seismologists, chief operators, geophysicist trainees and employees whose duties are entirely of a supervisory or managerial character.

An overtime rate of time and one-half the employee's regular wage must be paid for time worked in excess of 191 hours in a month. If an employee leaves his employment without having worked 191 hours in the last month of his employment, the overtime rate applies to hours worked in excess of 44 in a week where the hours worked do not exceed eight in any one day.

The usual provisions with respect to semi-monthly payment of wages, posting of the order and keeping of records are included in the order, which was made under the Male Minimum Wage Act on October 28 and gazetted November 5.

A similar regulation for the geophysical and seismographic survey industry was made in 1949 under the Alberta Labour Act. That province permits employees in the industry to work at straight time rates up to 208 hours in a month, after which time and one-half the regular rate must be paid (L.G., 1949, p. 1438).

Retail Trade

The annual regulations setting minimum wage rates for temporary retail store employees during the month of December, permitting longer hours during Christmas week and establishing overtime rates for the extra hours worked, were made on November 17 under the Hours of Work Act and the Male and Female Minimum Wage Acts and gazetted November 19. These are similar to the regulations issued in previous years (L.G., Jan. 1953, pp. 115-116).

Nova Scotia Apprenticeship Act

Motor Vehicle Repair Trade

The regulations governing apprenticeship and certificates of qualification in the motor vehicle repair trade were revised and expanded by an Order in Council made October 13 and gazetted October 28. The wage rates for apprentices, which are fixed as a percentage of the prevailing rate for journeymen in the trade, were raised and are now increased at six-month intervals instead of at yearly intervals, as before. An appendix outlining the program of instruction was added to the regulations.

The regulations apply to the mechanical branch of the motor vehicle repair trade, that is, the repair, improvement and maintenance of all parts of the motor vehicle except the body. As permitted by the Apprenticeship Act, 1952, the regulations will be applied in areas of the province specified by the Minister from time to time.

No person may enter into a contract of apprenticeship in the trade unless he is at least 16 years of age, has completed the eighth grade or its equivalent and is in good physical condition. These qualifications are also contained in the general regulations under the Act.

As before, the term of apprenticeship in the trade is four years. The regulations now state that this term includes a probationary period of not more than three months. An apprentice who has previous experience in the trade may be granted a credit by the Director not exceeding two years on the basis of a written examination and a report from his previous employer. An apprentice who has completed a course approved by the Minister in a vocational or technical school is entitled to a credit of one year. After such an apprentice has completed at least three months in permanent employment, the Director may increase or decrease this credit, basing his action on the recommendations of the employer and of the school from which the apprentice graduated and on the finding of the examining board. Credit may be increased by any period up to 12 months and the increase will be retroactive to the first day of permanent employment. An apprentice who comes from another province must be granted credit equal to that to which he is entitled in the province from which he comes.

It is provided that, as in the former regulations, in any shop there may not be more than one apprentice for the first journeyman and one additional apprentice for each three additional journeymen.

Except as otherwise specified, the hours and conditions of work for an apprentice must be the same as for journeymen employed in the same shop. The Director may not register a contract of apprenticeship which provides for lower wage rates than those set out in the regulations. For the first six months, the apprentice must receive at least 40 per cent of the journeyman's wage. For the seven subsequent six-month periods, the rate increases to 45 per cent, 55 per cent, 60 per cent, 70 per cent, 75 per cent, 85 per cent, and 90 per cent, respectively. Under the former regulations the minimum rates were 40 per cent of the journeyman's wages for the first year, 50 per cent for the second, 60 per cent for the third, and 75 per cent for the fourth. It is stipulated that the term "six months" means the period required to complete satisfactorily six months of apprentice training.

If an apprentice fails to pass the prescribed yearly test, he must attend at least 85 per cent of the classes during the next year, and if he fails to do so without proper cause, the Director may cancel the apprenticeship agreement. The Director may also cancel the agreement of an apprentice who fails to pass the test two years in succession.

An apprentice must have a satisfactory kit of basic tools by the end of his probationary period and must continue to add to this kit in accordance with the demands of his work.

An appendix outlines the instruction to be given to apprentices during each of their four years. From time to time the Director may, after consultation with those in the trade, prescribe the number and the nature of classes to be attended by apprentices. Full-time class training must be given them for such periods as he prescribes, not exceeding a total of six months during the four years of apprenticeship. The instruction given must be in keeping with sound modern practice and stress must be laid on the fundamental skills of the trade as applied to up-to-date equipment and models.

An apprentice who has satisfactorily completed his course and is issued a certificate of apprenticeship in accordance with the general regulations must also receive a journeyman's certificate of qualification in the motor vehicle repair trade.

Certificates of Qualification

Other regulations set out the conditions to be met by an applicant for a journeyman's certificate of qualification in the trade and make provision for cancellation

of a certificate. Any tradesman other than an apprentice who wishes to become certified by the Department of Labour may make application and upon proof that he has had the required time in the trade may sit for examination. Certificates of qualification are issued by examination only.

To be eligible to write the examination for a certificate, an applicant must be a Nova Scotia resident who is engaged in the motor vehicle repair trade and has worked as a mechanic for at least four years. He must also be recommended for journeyman status by two persons who are competent in the trade or who employ or supervise persons engaged in the trade and who have sufficient knowledge of him to vouch for his skill.

Application for examination must be made to the Director on a form provided by him and a $5 fee must be paid. If the application is granted, the Director must fix the place and the time for the writing of the examination, which must take place not later than three months after the filing of the application. Examinations are to be conducted by a board of three persons, two of whom are members of a local apprenticeship committee, one representing employers and the other employees, and the third of whom represents the Provincial Apprenticeship Committee. If an applicant fails, he is not eligible to write another examination for six months. A Nova Scotia resident who holds a current certificate of qualification from another province may be issued a certificate without examination.

A change from the former regulations is that it is no longer necessary to renew certificates of qualification each year. A certificate issued after these regulations came into force is valid from year to year, unless suspended or cancelled by the Director on the recommendation of an examining board which has found after due inquiry that its holder has acted in a manner that is not consistent with good practice in the trade or that is detrimental to the safety of the motoring public. Before making such a recommendation, the board must give the holder of the certificate an opportunity to be heard.

When the Director suspends or cancels a certificate, he must notify the holder by registered prepaid post to his last known address. The holder must return the certificate to the Director within 24 hours after receiving notice. An appeal against the cancellation or suspension may be made within 15 days, and the Minister may confirm, modify or reverse the Director's action.

Steamfitting Trade

Similar trade rules were issued for the steamfitting trade, which means the work performed by pipefitters in the construction, repair or alteration of buildings or on industrial installations. This trade is now dealt with separately from the plumbing trade. Earlier trade rules covered both plumbing and steamfitting.

The term of apprenticeship in this trade is five years, including a probationary period of not more than six months. The credit which may be allowed towards this term is three years in the case of an apprentice who has previous experience in the trade, and two years in the case of an apprentice who has completed an approved course in a vocational or technical school.

Wage rates are fixed for each six-month period, beginning with 40 per cent of the journeyman's rate for the first six months of apprenticeship and increasing by five per cent every six months up to the rate of 85 per cent for the tenth six-month period. Under the former regulations the same percentage rates were specified, but they increased after every 1,000 hours of employment.

The instruction to be given during each year of apprenticeship is outlined in an appendix. Classes are to be given on a part-time basis two evenings per week for a total of 144 hours per year.

All other provisions are the same as for the motor vehicle repair trade, except that there is no provision for journeymen's certificates of qualification.

Ontario Public Health Act

An amendment was made by Order in Council (O. Reg. 200/53) on November 5, and gazetted November 21, to the regulations under the Ontario Public Health Act which set out provisions for the health of employees in camps in territorial districts (O. Reg. 14/44). These require an employer to supply his workmen with medical and hospital care and permit him to deduct a monthly sum not exceeding $1.50 from each workman's wages. As before, employers are not liable for the medical care or maintenance of employees in cases where the Workmen's Compensation Act applies or where illness or injury arises from acute alcoholism, drug addiction or venereal disease. A new clause exempts employers from responsibility for the care of a workman whose illness or injury results from a non-industrial motor accident.

Decision of the Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

Decision CU-B 981, November 3, 1953

The present appeals were not brought strictly in accordance with the established procedure nor, in some instances, within the period of time prescribed by the law. No exception, however, was taken by the Insurance Officer as to the manner in which they were lodged and I have allowed those which were outside the required period of time to proceed by virtue of Section 60 of the Act.

The claimants are members of either Local Union No. 170 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry or Local Union No. 213 of the International Brotherhood of Electrical Workers and were employed in their respective trades on various construction projects in the western part of the Province of British Columbia when, in the early part of June 1952, they lost their employment as the result of a stoppage of work due to a labour dispute at the premises at which they were employed. According to the evidence adduced, the said stoppage of work was brought about by the following circumstances:—

During the Spring of 1952, negotiations were carried on between the various locals of the United Brotherhood of Carpenters and Joiners of America and the General Contractors' Association of which the claimants' employers are members. These negotiations related to a demand of the union for an increase in the basic wage rate and other concessions in working conditions. As no settlement could be reached, the matter was referred to a Board of Conciliation pursuant to the Industrial Conciliation and Arbitration Act of the Province of British Columbia. The Conciliation Board rendered a majority award which the carpenters refused to accept and as a result, a supervised strike vote was taken and the carpenters decided on strike action. Commencing June 6, 1952, they adopted a pattern of striking only some projects of different employers. The employers (the General Contractors' Association) not knowing just when, nor where, nor against whom the next strike would be called, decided to act in retaliation. Accordingly and in compliance with the Industrial Conciliation and Arbitration Act of the Province of British Columbia, a group, known as the "poly-party group", which consisted of members of the General Contractors' Association, voted unanimously on June 11, 1952, in favour of lockout action against the carpenters. Subsequently such action was taken on a number of the construction projects while the carpenters continued to call strikes on others.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

At this time the Building Trades Council, an employees' organization, entered the picture and a "steering committee" comprised of members representing all of the affiliated unions (some 26 or 28 unions) in the Council was set up at a general meeting with a view to carrying out an agreed policy regarding the existing stoppages of work. Subsequently the picket lines established by the carpenters were extended to projects which had been neither "struck" nor "locked out". The outcome of this sequence of events was, to all intents and purposes, a complete stoppage of work in the construction field in the western part of the Province of British Columbia.

Following the loss of their employment, the claimants interested in the present appeals filed applications for benefit which were disallowed under Section 39(1) of the Act. In the opinion of the Insurance Officer who adjudicated their claim they had become participants in the labour dispute either by having refused to cross the carpenters' picket lines or work behind them. He further expressed the belief that since the "steering committee" of the Building Trades Council had taken an

active part in directing the progress of the work stoppage, the claimants had also become participants in the dispute by reason of their membership in one of the affiliated unions.

The claimants appealed their case to a Court of Referees which, after having heard representations from union officials and employers, maintained the disqualification imposed by the Insurance Officer.

From the decision of the Court of Referees, Locals Nos. 170 and 213 of the aforementioned unions appealed to the Umpire on behalf of their respective members. In addition to submitting a joint brief, the said locals requested an oral hearing before me and it was held in Vancouver, B.C., on July 8 and 9, 1953. Oral representations were then made by Mr. Norman Uphill on behalf of the Plumbers' union, by Mr. F. J. Wallace on behalf of the Electrical Workers' union, by Mr. Henry Ayling, Personnel Director of the B.C. Bridge and Dredging Company and by Mr. Chas. H. Banks, Regional Claims Officer of the Unemployment Insurance Commission. Officials of other unions interested in similar appeals, including Mr. Richard Osman, who is Vice-President of the Building Trades Council and an official of the Machinists' union, Mr. T. Porter, Secretary of Local No. 1070 of the Hod Carriers and Common Labourers of America, Mr. A. Jones, a representative of Local No. 602 of the Building and General Labour Union, and Mr. Maurice Hadley, Secretary of Local No. 359 of the Boilermakers' Union, also availed themselves of the opportunity of presenting their cases before me.

In their joint brief the Plumbers' and Electrical Workers' unions outlined the following arguments:—

1. In cases where the claimants refused to cross a picket line, this refusal could not be said to be voluntary in view of the possibility of physical violence and "disgrace in the eyes of (their) fellow-workers".
2. Refusal of benefit to members of the trades not directly involved in the dispute could have influenced the course of the dispute in favour of the employers.
3. The ruling (established by the Umpire and followed by the Court) that a worker becomes a participant in a labour dispute if he refuses to cross a picket line on the ground that such action is against his union policy is in violation of the principle contained in Section 43 of the Act which provides that "no insured person shall be disqualified from receipt of benefit by reason only of his refusal to accept employment if by acceptance thereof he would lose the right . . . to continue to be a member and to observe the lawful rules of . . . any association, organization or union of workers".
4. In some of the cases the evidence indicated that there was a *bona fide* shortage of work apart from and not attributable to the labour dispute.
5. In several cases there was no evidence that the workers refused to cross a picket line inasmuch as no picket line existed at the time of the termination of employment.

At the hearing before me, Mr. Uphill stated that there was nothing in their union rules, regulations or constitution which said that a worker could not cross a picket line, the decision regarding that matter being left to the individual himself. He went on to say, however, that respect for picket lines was "the unwritten law possibly of the union, some of the tenets of unionism that have been ingrained in the members, even from their early childhood if their fathers were interested in the movement of unionism". He admitted that there was no violence displayed on the picket lines formed by the carpenters but, according to him, there was always the fear in one's mind that an attempt to go through a picket line may result in bodily harm. Mr. Uphill finally contended that "the Unemployment Insurance Commission by not paying the benefits to (their) workers was aiding and abetting the employers in their dispute".

Mr. Wallace, in his representations, submitted that a worker by crossing a picket line "becomes an object of contempt, a traitor to the trade union movement and furthermore commits an action which endangers his means of livelihood and may prevent him from even going back to his tools". He also submitted that the claimants who refused to cross the picket lines should not have been disqualified from receipt of benefit since they have a guaranteed right under Section 43 of the Act to refuse to accept employment under non-union conditions. Mr. Wallace further argued that in many instances there was no point in the electricians crossing the picket lines inasmuch as the carpenters were not carrying on their work putting up structures, frames etc., with the result that there was no work left for the former to do. Mr. Wallace also mentioned the press articles which were submitted by the Insurance Officer in support of his allegation that the steering committee of the

Building Trades Council was set up to promote the strike and he stated that such articles did not represent a true picture of the facts and were only the products of overzealous young reporters. He summed up his arguments by stating that the electricians "who had no dispute with anybody and could not go to work" should not be made the victims of the labour dispute and should be given the Unemployment Insurance benefits to which they were entitled.

The present appeals are based mainly on the argument that members of organized labour are morally compelled to respect picket lines in view of their trade union ethics and that therefore they should not be estopped from receiving Unemployment Insurance benefit on the ground of "participation in a labour dispute" when they do so. This argument, I shall deal with first.

There can be no doubt that if a worker chooses to associate himself with others in the pursuance of common and legitimate interests he is perfectly justified to act, and in fact he should act, in accordance with the principles of his association. I have no quarrel, therefore, with the underlying principle on which the interested unions rely but the weakness of their argument is in the assumption that the workers who refused to cross or work behind a picket line on account of union convictions did not do so of their own volition. The mere fact that the crossing of a picket line was contrary to their union convictions was not sufficient to make their refusal involuntary since they had a legal right to cross the picket lines if they so desired. Their own conscience and faith in their union principles dictated their actions; they had the free exercise of their will when they made their choice between the evil of unemployment and that of transgressing trade union standards of behaviour and that choice, which is one which members of organized labour are frequently called upon to make, cannot in the eyes of the law be deemed to be involuntary. The disqualification from receipt of Unemployment Insurance benefit resulting from participation in a labour dispute depends upon the fact of voluntary action and not on the motives which led to it.

It has been suggested that those who chose not to work in a plant where certain of their fellow-employees were on strike might have done so because of fear of violence or of never being able to obtain work in their trade on account of the stigma attached to a "scab".

If fear of violence existed in the workers' minds it was an unreasonable one, as there is no intimation whatsoever that physical compulsion was exerted to prevent workers from getting to or continuing in their jobs. In fact, at one of the biggest projects which was first struck (Elk Falls Paper Co., Duncan Bay project), out of 600 employees only 80 were carpenters and when the picket line was set up by the latter the remainder of the men walked out. At another project which was only accessible by water (Port Mellon Mill) a so-called picket line was formed on a chartered boat which patrolled up and down the waterfront; as soon as the boat appeared in front of the mill all the men dropped their tools and left their work.

As to the fear of never being able to obtain work in their trade, it seems to me that if things have reached such a stage that a man can no longer earn his bread and that of his family because he is unwilling to side with the strikers in a dispute in which he has no direct interest, the trade labour movement does not serve its real purpose and is retrogressing instead of progressing. In any event, if such risk actually existed, it is one which the law cannot recognize as justification for relief from disqualification precisely because it stems from the free election made by the workers to associate themselves in a common cause for the betterment of their working conditions and economic needs.

When workers, because of their convictions, conscience or faith in the principles of their union, refuse to cross a picket line and thereby withdraw their labour, they in effect side with the strikers and add strength to their cause. To rule that in such a case they are nevertheless entitled to Unemployment Insurance benefit would provide organized labour with a direct weapon to prolong strikes and bring the employers to its terms. The argument that the deprivation of Unemployment Insurance benefit is conversely a weapon in the hands of employers to force the termination of a dispute and is therefore an encroachment on the principle of neutrality, which principle is implied by the legislator in Section 39, is manifestly fallacious. That section deals with matters which spring from conflicts of interests between two parties who are contributors to the Unemployment Insurance Fund and it stands to reason that it was not the intent of the legislator that moneys in which both have a proprietary interest should be used for the benefit of one in the pursuit or the furtherance of an economic battle against the other.

It has been submitted that the protection offered by Sections 40(2)(a) and 43 of the Act should have been extended to the claimants.

In Section 40(2)(a) the legislator recognizes the right of a worker to refuse employment which arises in consequence of a stoppage of work due to a labour dispute and in Section 43, to refuse employment which would affect his right to become a member of or to continue to be a member and to observe the lawful rules of or to refrain from becoming a member of an association of workers. As already stated in previous decisions, however, those two sections apply only to cases where the insured person is already unemployed and is offered a job; there is no legal relationship between the prospective employer and the unemployed person and the consequences of the refusal to work are evidently not the same as in a stoppage of work due to a labour dispute.

The interested unions have further represented that in some cases the workers would have been laid off regardless of the carpenters' strike in view of a *bona fide* shortage of work apart from and not attributable to the labour dispute.

That may have been so but the fact remains that, *at the time* they lost their employment due to the dispute and the resultant stoppage of work, there was work on hand for them to perform and this, unless they satisfied the requirements of Section 39(2), which they did not do, was sufficient ground for disqualification. In matters such as these the adjudicating authorities under the Act are not permitted to engage in speculations and to act on presumptions. Section 39(1) is not ambiguous: "an insured person shall be disqualified from receiving benefit if he *has lost* his employment by reason of a stoppage of work due to a labour dispute...". Of course when individual layoffs take place before a stoppage of work and for reasons independent thereof, a different view is taken and it is relevant to point out here that the Regional Claims Officer made the uncontroverted statement at the hearing before me that where employees were given their notice and laid off *prior* to the stoppage of work, no disqualification was imposed.

The interested unions have finally argued that in several cases there was no evidence "that the men refused to cross a picket line regardless of trade union principles inasmuch as no picket line existed at the time of the termination of employment" and, in this connection, they refer to the decision made by certain employers to take the initiative in the dispute and lay off or rather lock out their men before a picket line was set up at their establishments.

It is clear that in such cases the claimants' participation cannot be based on the premise that they personally withdrew their labour and this brings me to my final conclusion which, while wide-sweeping in character, was nevertheless arrived at only after a careful and thorough study of the numerous documents on file as well as of the verbal evidence adduced in the case.

It is my considered opinion that all the claimants interested in these appeals, regardless of whether or not they actually withdrew their labour, have failed to establish relief from the disqualification stipulated in Section 39(1) of the Act because of the participation of their union, acting as the agent of each individual member, in the labour dispute.

That the claimants' unions and the others affiliated with the Building Trades Council took part in the dispute through the steering committee of the said Council is, in the light of the evidence on file, beyond question. In fact, the representatives of the unions who appeared before me made no serious effort to deny it, although the Regional Claims Officer rested his case chiefly on that ground. Mr. Osman, who, according to his own statement, represented at the hearing both the Building Trades Council and a member of his own union, did not discuss the subject and Mr. Wallace confined his remarks to the credence which was to be attached to the press extracts submitted by the Insurance Officer in support of his contention that the unions were united under the Building Trades Council and acted as a body in the dispute.

The said extracts were from the *Vancouver Sun* dated Tuesday, June 10, 1952, the *Vancouver Province* of the same date and the *Labour Statesman* of June 1952. The *Vancouver Sun* reported that the president of the carpenters' union local had stated that the "carpenters' strike action had the unqualified support of 26 trades in the construction industry"; the *Vancouver Province* stated that "other construction tradesmen—including labourers, plumbers, electricians, truck drivers and painters—(would) be idled as the jobs (were) struck (and) their unions (had) said they would not cross a picket line". The extract from the *Labour Statesman,* which is the official organ of the Trades and Labour Council, was from an article pub-

lished under the signature of Mr. Alex. Dorland, Secretary of the Building Trades Council, and it reads as follows:—

The Building Trades Council had attempted to keep the strike limited. The action of the General Contractors blew the lid off and forced all the building workers into the struggle on the side of the carpenters. These workers all feel that if they're in the fight, then the contractors should be made to settle with them before hostilities cease. They have now announced as a matter of policy that the industry, as a whole, will remain struck until all the agreements of the various unions have been settled. For the workers it is now an all-out war with no quarter given and no respite until victory is won.

Unity between the crafts has never been greater in all the history of the building trades. Every worker has a stake in the struggle for better wages and working conditions.

In respect to these press extracts, the Court of Referees, in dealing with the case of James E. Kilbride *et al,* had this to say:—

(1) The extracts from *The Province* and *Sun,* if considered alone, might admittedly be open to question as reporting the sensational rather than the purely authoritative news.

(2) We should however consider the public press items in connection with those in the *Statesman* as both emphasizing concerted action by members of the Building Trades Council. . . .

Mr. Alex Dorland (who was present) denied the authorship of the article reported as his contribution to the *Statesman,* and a letter is on file from the editor to effect that the origin of the article is unknown. Surely, however, we must note that the *Statesman* is a monthly, which presumably did not go to press until at least a fortnight following the events in question, and that therefore the Editor (an experienced, informed and responsible official) could not have considered the views expressed in the article as contrary to the facts.

The purpose of detailing the foregoing is to support the opinion we entertain that there was a general agreement to refuse to cross the Carpenters' picket line by respecting its picket lines. . . .

I concur with those remarks of the Court of Referees and I may add that the fact that Mr. Dorland may or may not have been the author of the article published in the *Labour Statesman* is irrelevant to the issue. The salient factor is that the article was never denied nor retracted.

It might be well to quote here also the following extract from a bulletin published during the progress of the work stoppage by the strike committee of Local 452 of the United Brotherhood of Carpenters and Joiners of America and which speaks for itself:—

WHY ARE NOT ALL MEMBERS ON STRIKE?

The Strike Committee with the advice and co-operation of the steering committee of the Building Trades Council adopted "snow-balling" tactics where a few jobs would be struck at a time in order to bring the maximum pressure without expending all our forces at once. Has this been effective tactics? This may be answered by drawing attention to the fact that the General Contractors has voted to Lock-Out all jobs in Vancouver area as a counter move.

REMEMBER THAT STRIKES ARE WON ON THE PICKET LINE.

That the respective unions acted as the agent of each individual member has to be assumed, as there is no evidence whatsoever to indicate that any of the workers concerned took steps to disassociate themselves from the stand taken by the unions' representatives on the steering committee. Union membership, although not conclusive evidence, is nevertheless an indication of "participation" in a labour dispute and, in cases like the present one, a claimant cannot escape the disqualification prescribed in Section 39(1) of the Act unless he establishes that his union acted beyond its mandate and he himself did not endorse its policy in the matter at issue.

It has been stated that the claimants had no direct interest in the labour dispute and that therefore they should not be made the victims thereof. In view of the impact of the editorial published by the *Labour Statesman,* an extract from which is hereinbefore quoted, I have my doubts as to this alleged lack of direct interest of the workers concerned. In any event, I think it is a fair statement to make that had they not individually or through their respective unions given active support to the strikers, the operations of the building industry in the area affected by the dispute would not have been brought to a standstill.

For those reasons, all the claimants, whether they withdrew their labour or were laid off by the employers in anticipation of their support to the strikers, were rightly disqualified from the receipt of Unemployment Insurance benefit for the duration of the stoppage of work due to the labour dispute.

In concluding, I wish to point out that, pursuant to the provisions of Section 39 of the Act, the claimants' participation in the labour dispute automatically made the non-union workers of their grade or class at the premises at which they were employed before the commencement of the stoppage of work also participants therein.

The appeal is dismissed.

Monthly Report on Operation of the Unemployment Insurance Act

Benefit claims increase further during October, statistics* show. Month's 123,177 compare with 85,623 in September, 87,957 in October last year

Initial and renewal claims for unemployment insurance benefit took a further rise during October with increases recorded in each province.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that 123,177 claims were received at local offices across Canada during October, compared with 85,623 in September and 87,957 in October 1952.

Ordinary claimants on the live unemployment insurance register on October 31 numbered 153,604 (113,651 males and 39,953 females), compared with 119,381 (85,089 males and 34,292 females) on September 30 and 111,539 (79,012 males and 32,527 females) on October 31, 1952. In addition, a total of 21,118 short-time and 9,966 temporary lay-off claimants were registered on October 31, 1953.

During October, adjudicating officers of the Commission disposed of initial and renewal claims on behalf of 113,471 claimants, of whom 91,893 were granted entitlement to benefit. Of the claimants not entitled to benefit, 10,547 failed to establish benefit years, while disqualifications were imposed in 14,910 cases (including 3,879 on revised claims). Chief reasons for disqualification were: "voluntarily left employment without just cause" 5,317 cases; "not unemployed" 2,912 cases (in 72 per cent of these cases the duration of the disqualification period was 6 days or less) and "not capable of and not available for work" 1,552 cases.

*See Tables E-1 to E-6 at end of book.

Persons commencing benefit during October numbered 65,980, compared with 55,802 during September and 50,848 during October 1952.

Benefit payments during October totalled $7,603,667 in respect of 2,506,254 compensated days (of which 34,380 were disability days), in comparison with $6,739,427 for 2,230,702 days during September and $5,710,740 for 1,932,994 days during October 1952.

During the week October 31-November 6, a total of 118,730 beneficiaries received $2,015,545 in compensation for 663,026 unemployed days, while during the week September 26-October 2, beneficiaries totalling 92,535 received $1,560,169 in compensation for 513,560 days. For the week October 25-31, 1952, $1,295,050 was paid to 79,406 beneficiaries in respect of 438,084 days.

The average daily rate of benefit was $3.04 for the first week of November and for the last week of September, while for the last week of October 1952, it was $2.96.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month show that insurance books or contribution cards have been issued to 4,331,937 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At October 31, employers registered numbered 252,132, an increase of 664 during the month.

Collective Agreement Act, Quebec

(Continued from page 112)

Minimum hourly wage rates: effective January 1, 1954, minimum rates will be increased by 5 cents per hour, with the exception of the rates of Zone I-A.

Escalator clause: with the exception of Zone I-A minimum rates will be increased or decreased by 5 cents per hour for each 2-point increase or decrease in the Consumer Price Index published by the Federal Bureau of Statistics and taking as a computing basis the 115-point mark.

Vacation with pay provisions are amended by providing that effective November 15, 1953, employees of Zones I, III and III-A are entitled to 2 per cent of earnings as vacation remuneration. (Previously applied to workers of Zone I-A only.)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during November

Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 107 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 94 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded for the manufacture of supplies and equipment during November are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Production (October Report)	109	$1,618,568.00
Post Office	14	169,095.05
Public Works	1	7,541.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during November

During November the sum of $1,512.24 was collected from two employers who had failed to pay the wages required by the Labour conditions attached to their contracts. This amount has been or will be distributed to the 42 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Nappan N S: W R McLaughlin Ltd, construction of advanced registry piggery, Experimental Station. *Neepawa Man:* Harris Construction Co Ltd, construction of dam. *Near Sanford Man:* Harris Construction Co Ltd, construction of dam on La Salle River.

Central Mortgage and Housing Corporation

Greenwood N S: Municipal Spraying & Contracting Ltd, paving of streets & drives. *Halifax N S:* Terminal Construction Co Ltd, landscaping, Terrace Court, Bayers Road. *Tuft's Cove N S:* Municipal Spraying & Contracting Ltd, hard surfacing of roads. *Montreal P Q:* D'Errico Brothers Asphalt Paving Ltd, *construction of basement concrete staircases, storm drains & catch basins; grading & repair to sidewalks, Benny Farm. *Montreal North P Q:* Saurette Freres, *repair & repainting brickwork. *Ajax Ont:* A Stroud Ltd, supply & installation of equipment at water pumping station. *Amherstburg Ont:* Head Construction & Supply Co. construction of houses. *Arnprior Ont:* M Sullivan & Sons, construction of houses. *Barriefield Ont:* McGinnis & O'Connor Ltd, construction of sidewalks, curbs, gutters, catch basins & sodding, Lundy's Lane. *Downsview Ont:* Curran & Briggs Ltd, construction of roads & parking areas; K J Beamish Construction Co Ltd, paving roads & driveways. *Galt Ont:* Nuway Buildings Ltd, construction of houses. *Oshawa Ont:* Nap Beauchamp Construction Co, installation of permanent improvements. *Smiths Falls Ont:* Thom Lumber Co. construction of houses. *Penhold Alta:* Sunley Electric Co, installation of electrical power distribution services. *Vancouver B C:* Baynes Manning Ltd, construction of regional office bldg.

Defence Construction (1951) Limited

Halifax N S: Fundy Construction Co Ltd, construction of fire hall & garage. *Fredericton N B:* Diamond Construction Co Ltd, installation of outside services for garage. *Renous N B:* Northern Roofing & Metal Workers, alterations to bldgs, Inland Magazine Establishment. *Longueuil P Q:* Worcester Rockwood Ltd, installation of automatic sprinkler system. *Valcartier Camp P Q:* Quebec Power Co, construction of electrical substation. *Val d'Or P Q:* Hill-Clark-Francis (Quebec) Ltd, construction of distribution, street lighting, & fire alarm systems. *Ville La Salle P Q:* Mobec Ltd, installation of security patrol system. *Cobourg Ont:* George F Turner, construction of POL service station. *London Ont:* Sterling Construction Co Ltd, construction of warehouse. *North Bay Ont:* Bennett-Pratt Ltd, construction of synthetic training bldg. *Uplands Ont:* Argo Construction Co Ltd, construction of steel hangar. *Cold Lake Alta:* Poole Construction Co Ltd, construction of transmitter bldg, RCAF Station. *Namao Alta:* Burns & Dutton Concrete & Construction Co Ltd, & Shrubsall Supply, installation of remaining component parts for bulk fuel storage. *Wainwright Alta:* Provincial Engineering Ltd, construction of sub-station, switch housing, & primary distribution system.

Building & Maintenance

Dartmouth N S: Dominion Steel & Coal Corporation Ltd, construction of perimeter fencing, RCN Armament Depot. *St Johns P Q:* J A Poissant & Sons Ltd, application of built-up roof, RCAF Station. *Aylmer Ont:* Lorne N McEwen, construction of extension to mess bldg, RCAF Station. *Camp Borden Ont:* Brant Construction Co Ltd and Frank's Contracting Co, interior & exterior painting of permanent married quarters. *Centralia Ont:* Armstrong Brothers Construction, construction of asphalt taxiway & parking area, RCAF Station. *Ottawa Ont:* Bedard-Girard Ltd, renovation & rebuilding of electrical distribution system, Victoria Island. *Petawawa Camp Ont:* W A Moffatt Co, re-roofing of drill halls; Rene Robitaille, interior & exterior painting of permanent married quarters. *Camp Shilo Man:* Canadian Rogers Western Ltd, re-roofing of permanent married quarters.

National Harbours Board

Halifax Harbour N S: Fundy Construction Co Ltd, enlargement of cold storage warehouse. *Saint John Harbour N B:* Diamond Construction Co Ltd, reconstruction of Courtenay Bay Lay-to Wharf. *Montreal Harbour P Q:* Atlas Construction Co Ltd, extension of water supply system from sections 32-39 & construction of new service lines from sections 28-32.

Department of Public Works

South River P E I: Norman N MacLean, wharf repairs. *Ecum Secum N S:* Michael Campbell, wharf repairs. *Halifax N S:* C C McDonald Ltd, heating improvements, Old Post Office Bldg. *North Sydney N S:* Steel City Plumbing and Heating Co, installation of heating system, RCMP, Kelly's Beach (Old Naval Station). *Port Maitland N S:* Mannix Ltd, breakwater reconstruction. *South Side (Donald's Head) N S:* Mosher & Rawding Ltd, breakwater repairs and dredging. *White Point N S:* Martells Construction Ltd, reconstruction of breakwater-wharf. *Beaver Harbour N B:* Diamond Construction Co Ltd, construction of breakwater-wharf. *Blue Cove N B:* Comeau & Savoie Construction Ltd, construction of landing facilities. *St Stephen N B:* E D Nesbitt, site improvements, public bldg. *Baie Comeau P Q:* Mannix Ltd, wharf reconstruction. *Barachois de Malbaie P Q:* Marcel Cauvier & J E Keays, construction of landing. *Carleton P Q:* Dimock & McLellan, *dredging. *Gascons West P Q:* George K Steele, *dredging. *Grande Riviere P Q:* Beaudin & Couture, harbour improvements (pile work extension). *Lauzon P Q:* Modern Paving (Quebec) Ltd, asphalt paving, Champlain Dry Dock. *Montreal P Q:* Heffernan Tiles Ltd, supply & installation of linoleum, Old Examining Warehouse, 379 Common St; J J Shea Ltd, interior painting & plaster repairs, Charpentier Bldg. *Point Loup Marin P Q:* Fortunat Bernard, construction of landing wharf. *Sacre-Coeur P Q:* Nap Trudel & Fils, wharf enlargement. *St Simeon P Q:* Gulf Maritime Construction Ltd, wharf enlargement. *Saint-Yvon P Q:* Charles Verreault, construction of breakwater-wharf. *Seven Islands P Q:* H J O'Connell Ltd, waterwork connection on wharf. *Hamilton Ont:* Hamilton Boiler Works, boiler repairs, re-tubing, etc., public bldg. *Hurkett Ont:* R A Blyth, construction of wharf. *Midland (Tiffin) Ont:* Consolidated Dredging Ltd, *dredging. *Ottawa Ont:* A Lanctot Construction Co, alterations to freight elevator hatchway, mezzanine floor, etc., Jackson Bldg; Doran Construction Co Ltd, alterations & additions to Royal Canadian Mint; Modern Decoration Moderne, redecoration of interior, Justice Bldg; Angus Robertson Ltd, reconstruction & fireproofing of Library of Parliament; L Gendron & Fils, installation of steam generator, RCMP Seminary Bldg; Otis Elevator Co Ltd, repairs to passenger elevator, Elgin Bldg; A Lanctot Construction Co, alterations to 2 floors, 113 Rideau Street; Edgar Dagenais, remodelling of freight entrance, National Research Laboratories. *Sault Ste Marie Ont:* J McLeod & Sons, installation of Horsfall cabinets, Insect Pathology Laboratory. *Toronto Ont:* Sir Robert McAlpine & Sons (Canada) Ltd, harbour improvements (harbour headwall—Section 13). *Berens River Man:* Wyatt Construction Co Ltd, alterations to RCMP Detachment Bldg. *Dauphin Man:* Peter Leitch Construction Ltd, construction of federal public bldg. *Carway Alta:* Ed Henning, drilling of well, Customs & Immigration Bldg. *Fort Nelson B C:* General Prefabricators Ltd, construction of post office bldg. *Osoyoos B C:* Beaver Construction Co Ltd, landscape planting, Customs & Immigration Terminal. *Squamish B C:* B C Bridge & Dredging Co Ltd, bulkhead construction for hydraulic dredged fill.

Department of Transport

Yarmouth N S: George H Hamilton & Son, repairs to roof of hangar No 5. *Saint John N B:* Richard & B A Ryan Ltd, construction of dwellings & garage. *Val d'Or P Q:* Montcalm Construction Inc, construction of field lighting facilities. *Sudbury Ont:* Carrington Construction Co Ltd, construction of radio range bldg. *Dauphin Man:* North West Electric Co Ltd, installation of airport field lighting. *Saskatoon Sask:* W C Wells Construction Co Ltd, construction of terminal bldg; Terminal Construction Co Ltd, additional airport development.

Wages, Hours and Working Conditions

Wage Rates, Working Conditions in Eight Construction Trades

Survey based on provisions of collective agreements in force in 42 cities across Canada shows widespread application of 5-day 40-hour work-week; wage rates, vacations, holidays, overtime pay also studied

Widespread application of a 5-day 40-hour standard work week was found in an analysis by the Economics and Research Branch, Department of Labour, of working conditions in eight construction trades, based on provisions of collective agreements in force on December 1, 1953, in 42 Canadian cities from coast to coast. (For the cities in Quebec, the working conditions are those given juridical extension under the Collective Agreement Act.)

Since the 5-day week is customary, special clauses are contained in most agreements making provision for any work that must be performed on week-ends. Time and a half or double time rates are commonly provided in the agreements for work performed on Saturdays, while Sunday work is generally compensated for at double time. For overtime work performed after regular daily hours, many agreements specify time and a half for a certain period, followed by a higher rate, generally double time, for work performed thereafter.

Vacations are customarily paid for on the basis of an agreed percentage of earnings, usually two or four per cent. The number of statutory holidays is generally seven, eight or nine.

The agreements studied are those signed by members of local builders' exchanges or standard union agreements signed individually by a number of contractors. The unions party to these collective agreements are:—

The United Brotherhood of Carpenters and Joiners (AFL-TLC);

The Bricklayers, Masons and Plasterers' International Union (AFL-TLC);

The International Brotherhood of Electrical Workers (AFL-TLC);

The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry (AFL-TLC);

The Sheet Metal Workers International Association (AFL-TLC);

The Brotherhood of Painters, Decorators and Paperhangers (AFL-TLC);

The Operative Plasterers' and Cement Masons' International Association (AFL-TLC);

The International Hod Carriers, Building and Common Labourers' Union (AFL-TLC);

The National Catholic Federation of Building and Construction Materials Trades (CCCL).

All these unions generally represent the trades with which their names are associated, except the last one, which groups construction workers of all trades. It should be noted also that plasterers are represented by the Operative Plasterers' Union and not by the Bricklayers, Masons and Plasterers' Union.

The tables (pp. 136-151) giving details of the working conditions for the eight construction trades in 42 cities, are incomplete in certain respects. In some cities, no agreement exists for particular trades. In other instances the current agreements have not yet been forwarded to the Department. Therefore, no entries appear in the tables for certain trades opposite some of the cities listed.

Blanks in the individual columns of the tables may also mean that the agreement or Collective Agreement Act decree (in Quebec) supplied no information on the matter in question. A blank under statutory holidays, for instance, indicates only that holidays are not listed in the agreement; not necessarily that no holidays are recognized.

Wage Rates* per Hour—Except for Montreal and for certain trades in Sydney,

*Wage rates listed in the tables are those established by collective agreement. They may therefore differ, in some few instances, where the union rate is not predominant, from those which will appear in the Annual Report on Wage Rates, Salaries and Hours of Labour in Canada, 1953.

wage rates are lower in construction areas in Quebec and the Atlantic Provinces than in the rest of Canada. Rates for these two cities and for Toronto and urban centres in British Columbia are higher generally than in the other centres. Otherwise, the rates vary to some extent from city to city and from trade to trade within he same city. The fact that collective bargaining is conducted on a city and trade basis may influence such divergence.

Standard Work Week—Newfoundland and Quebec are the only two provinces where the 5-day 40-hour week is not the rule. In Quebec, the work week is either 44 or 48 hours, except in Montreal where it is 40 hours. Some trades in Quebec have the 5½-day week during spring and summer and the 6-day week the rest of the year.

Overtime Pay—Dual rates of pay for overtime work are widely prevalent in the construction industry. A first overtime rate, usually time and a half, is paid for a stated number of hours or up to a given hour in the evening; thereafter, a higher rate—double time as a rule—applies. Wherever these dual rates of overtime are not in effect, a single rate at time and a half or double time is paid.

Work done on Saturdays, where the 5-day week prevails, is remunerated at either time and a half or double time. In a number of agreements, Saturday mornings are at time and a half and afternoons at double time. No definite pattern exists, however, except for plasterers, most of whose agreements mention double time all day on Saturday. Practically all the construction agreements examined specify double time for Sunday work.

Paid Vacations—Since continuity of employment with one employer is unusual in the construction industry, vacation plans based on length of service with an employer do not exist. Most commonly, construction agreements merely provide that an employee shall be entitled to a percentage of his earnings as vacation pay. Either two per cent of earnings, corresponding to an annual vacation of one week, or four per cent, corresponding to an annual vacation of two weeks, is frequently specified. Some agreements do, however, stipulate a vacation of one or two weeks per year at regular wages.

Many of the vacation clauses merely conform with the minimum standards set by provincial legislation. Some of the agreements, however, set higher standards than the law provides. In Ontario, for example, most of the agreements stipulate vacation pay at four per cent although legislation requires only two per cent.

A stamp system of vacation pay credits is in effect by law in Alberta, Manitoba, Ontario and Quebec. The employer affixes weekly stamps in his employees' stamp books. These stamps can be cashed at the time of vacation.

Statutory Holidays—The number of statutory holidays is generally seven, eight or nine. Only a few agreements mention that these holidays are paid for if not worked. On the other hand, double time is generally paid for work performed on statutory holidays.

Allowances for Out-of Town Work—When employees are sent to jobs outside the city where they regularly work, collective agreements frequently require employers to pay for transportation, travelling time, and/or room and board. Such provisions were found to predominate in agreements covering plumbers, sheet metal workers, electricians and painters. As may be seen from the individual tables, employers sometimes pay for only one or two of the three items. In the plumbing trade, however, all three items are normally specified.

WAGE RATES, SALARIES, AND HOURS OF LABOUR IN CANADA, 1952

ANNUAL REPORT No. 35 PRICE: 25 CENTS

Contains index numbers of wage rates and average standard weekly hours of work in most Canadian industries; average wage rates and ranges of rates for the more important occupations in these industries; and special compilations for manufacturing as a whole, showing wage rates for unskilled factory labour and salaries of office workers

TABLE 1.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

CARPENTERS

Locality	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)					Paid Vacations (Weeks or per cent of earnings)	Statutory Holidays	Out-of-Town Work Allowances		
						Saturday Work							
		Days	Hours	Ordinary Overtime Pay	Higher Pay after Specified Period or Hour	Morning	Afternoon	Sunday and/or Holiday Work			a. Transportation	b. Travel Time	c. Room and Board
Newfoundland—													
St. John's	...	...	...	...	...	...	...	...	...	...	...	...	...
Nova Scotia—													
Halifax	1.56	5	40	1½	2	1½	2	2	4 cts. per hour	8	–	–	
Sydney	1.90	5	40	1½	—	2	2	2	—	8	–	–	–
New Brunswick—													
Fredericton	1.40	5½	44	1½	2	—	1½	2	—	7	a	b	–
Moncton	1.50	5	40	1½		—	—	2	—	8	a	b	–
Saint John	1.50	5	40	1½	2	1½	2	2	—	9	a	b	c
Quebec—													
Chicoutimi	1.35	6(1)	48(1)	1½(2)	—	—	1, 1½(1)	2	2%	9	a	–	c
Drummondville	1.30	5½(3)	48	1½	—	—	1½, 1(3)	2	2%	10	–	–	–
Hull	1.75	5½	44	1½	2	—	1½	2	2%	9	–	–	–
Montreal	1.80	5	40	1½	2	1½	2	2	2%	11	a	b	–
Quebec	1.45	5½	44	1½	2	—	1½	2	2%	9	a	b	c
St. Hyacinthe	1.35	5	48	1½(4)	—	1½	1½	1½	2%	8	a	b	c
Sherbrooke	1.45	5½	44	1½	—	—	1½	2	2%	10	–	–	–
Thetford Mines	1.45	5½	44	1½	2	—	1½	2	2%	9	a	b	c
Trois-Rivières	1.35	6	48	1½	—	—	—	2	1 week	9	–	–	
Ontario—													
Belleville	1.75	5	40	1½	2	2	2	2	2%	7	–	–	
Brantford	1.70	5	40	1½	2	1½	2	2	4%	8	a	–	–
Guelph	1.60	5	40	1½	—	1½	2	2	4%	7	a	b	–
Hamilton	2.00	5	40	1½	—	—	—	2	4%	8	–	–	–
Kingston	1.80	5	40	1½	2	—	—	2	4%	6	–	–	–
Kitchener	1.65	5	45	1½	—	—	—	2	4%	7	–	–	–
Lakehead	2.00	5	40	1½	2	2	2	2	4%	7	a	b	c
London	1.85	5	40	1½	—	1½	2	2	4%	8	a	b	–
Ottawa	1.75	5	40	1½	2	1½	2	2	2%	5	–	–	–
Peterborough	1.65	5	44(5)	1½	2	2	2	2	4%	8	a	–	–
St. Catharines	2.00	5	40	1½	2	1½	1½	2	4%	7	a	–	–
Toronto	2.20	5	40	1½	2	2	2	2	4%	7	a		–
Windsor	...	...	...	...	...	...	...	...	...	...	...	...	...

Manitoba—													
Brandon	1.80	5½	44	1½	2	—	1½	2	—	7	a	–	c
Winnipeg	1.90	5	40	1½	2	2	2	2	—	7	a	b	c
Saskatchewan—													
Moose Jaw	1.85	5	40	1½	2	2	2	2	2 weeks	8	a	b	c
Prince Albert	1.70	5	40	1½	2	1½	2	2	2 weeks	8	a	b	–
Regina	1.90	5	40	1½	2	2	2	2	2 weeks	8	a	b	
Saskatoon	1.80	5	40	1½	2	1½	2	2	2 weeks	8	a	b	–
Alberta—													
Calgary	1.95	5	40	1½	2	1½	2	2	4%	9	a	b	–
Edmonton	1.95	5	40	1½	2	1½	2	2	4%	8	a	b	c
Medicine Hat													
Lethbridge	1.80	5	40	1½	2	1½	2	2	4%	9	a	b	–
British Columbia—													
Prince Rupert	2.17	5	40	1½	2	2	2	2	1 week	9	a	b	c
Vancouver	2.17	5	40	1½	2	2	2	2	1 week	9	a	b	c
Victoria	2.10	5[1]	40	1½	2	2	2	2	2%	9	a	b	c

(1) From April to September 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.
(2) After 9 hours per day.
(3) From November 1 to March 1 may be 6 days per week.
(4) Not over ½-hour may be worked at straight time.
(5) From April 1 to October 31—44 hours; from November 1 to March 31—40 hours.

TABLE 2.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

BRICKLAYERS

Locality	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)					Paid Vacations (Weeks or per cent of earnings)	Statutory Holidays	Out-of-Town Work Allowances		
		Days	Hours	Ordinary Overtime Pay	Higher Pay after Specified Period or Hour	Saturday Work		Sunday and/or Holiday Work			a. Transportation	b. Travel Time	c. Room and Board
						Morning	Afternoon						
Newfoundland—													
St. John's	1.55	5½	50	1½	2	—	1½	2	—	10	a	b	c
Nova Scotia—													
Halifax	1.81	5	40	2	—	1½	2	2	1·7%	10	–	–	–
Sydney	2.15	5	40	1½	—	2	2	2	—	8	–	–	–
New Brunswick—													
Fredericton													
Moncton													
Saint John													
Quebec—													
Chicoutimi	1.45	6(1)	48(1)	1½(2)	—	—	1, 1½(1)	2	2%	9	a	–	c
Drummondville	1.55	5½(3)	48	1½	—	—	1, 1½(3)	2	2%	10	–	–	–
Hull	2.00	5½	44	1½	2	—	1½	2	2%	9	–	–	–
Montreal	2.00	5	40	1½	2	1½	2	2	2%	11	a	b	–
Quebec	1.65	5½	44	1½	2	—	1½	2	2%	9	a	b	c
St. Hyacinthe	1.55	5	48	1½(4)	—	1½	1½	1½	2%	8	a	b	c
Sherbrooke	1.65	5½	44	1½	—	—	—	2	2%	10	–	–	–
Thetford Mines	1.65	5½	44	1½	2	—	1½	2	2%	9	a	b	c
Trois-Rivières	1.55	6	48	1½	—	—	—	2	1 week	9	–	–	–
Ontario—													
Belleville	1.90	5	40	1½	—	1½	1½	2	2%	8	a	b	–
Brantford	2·15	5	40	2	—	2	2	2	4%	7	a	b	–
Guelph													
Hamilton	2.25	5	40	1½	—	2	2	2	4%	8	a	b	–
Kingston	2.00	5	40	1½	—	2	2	2, 1½(5)	—	3	a	b	–
Kitchener	2.00	5	40	1½	—	1½	1½	2	4%	7	–	–	–
Lakehead	2.00	5	40	2	—	2	2	2	4%	4	a	b	c

London	2.15	5	40	2	—	2	2	2	4%	7	a	–	–
Ottawa	2.00	5	40	1½	2	1½	2	2	—	5	–	b	–
Peterborough													
St. Catharines													
Toronto	2.35	5	40	1½	2	2	2	2	4%	8	a	–	–
Windsor													
Manitoba—													
Brandon													
Winnipeg	2.10	5	40	1½	2	2	2	2	—	6	a	b	c
Saskatchewan—													
Moose Jaw													
Prince Albert													
Regina	2.13	5	40	1½	—	2	2	2	2 weeks	8	a	b	–
Saskatoon	2.13	5	40	1½	2	1½	2	2	2 weeks	8	a	b	–
Alberta—													
Calgary	2.22	5	40	1½	—	2	2	2	4%	9	–	–	–
Edmonton	2.22	5	40	1½	2	2	2	2	4%	8	a	b	c
Medicine Hat													
Lethbridge													
British Columbia—													
Prince Rupert													
Vancouver	2.32	5	40	2	—	—	—	—	1 week	9	a	b	c
Victoria	2.20	5	40	1½	2	2	2	2(6)	—	9	a	b	–

(1) From April 1 to Sept. 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.
(2) 1½ times after 9 hours.
(3) From November 1 to March 1 may be 6 days per week.
(4) Not over ½-hour per day may be worked at straight time.
(5) 2 times for Sundays; 1½ times for holidays.
(6) For Sundays only; holiday overtime rate not given.

TABLE 3.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

ELECTRICIANS

Locality	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)					Paid Vacations (Weeks or per cent of earnings)	Statutory Holidays	Out-of-Town Work Allowances		
						Saturday Work							
		Days	Hours	Ordinary Overtime Pay	Higher Pay after Specified Period or Hour	Morning	Afternoon	Sunday and/or Holiday Work			a. Transportation	b. Travel Time	c. Room and Board
Newfoundland—													
St. John's	1.52	5½	44	1½	2	–	1½	2(1)	—	9½	a	b	c
Nova Scotia—													
Halifax	1.66	5	40	1½	2	1½	2	2	4 cents per hour	10	a	b	c
Sydney													
New Brunswick—													
Fredericton													
Moncton	1.55	5	40	1½	2	1½	1½	2 (8)	1 week	8	a	–	c
Saint John	1.57	5	40	1½	2	1½	2	2	—	8	a	–	c
Quebec—													
Chicoutimi	1.35	6(2)	48(2)	1½(3)	—	—	1, 1½(2)	2	2%	9	a	–	c
Drummondville	1.30	5(4)	48	1½	—	—	1½, 1(4)	2	1 week	10	a	–	–
Hull	1.50	5½	44	1½	2	—	1½	2	2%	9	–	–	–
Montreal	1.90	5	40	1½	2	1½	1½	2	2%	11	a	b	c
Quebec	1.45	5½	44	1½	2	—	1½	2	2%	9	a	b	c
St. Hyacinthe	1.35	5	48	1½(5)	—	1½	1½	1½	2%	8	a	b	c
Sherbrooke	1.40	5½	44	1½			1½	2	2%	10	a	–	c
Thetford Mines	1.45	5½	44	1½	2	—	1½	2	2%	9	a	b	c
Trois Rivieres	1.35	6	48	1½	—	—	1½	2	1 week	9	–	–	–
Ontario—													
Belleville													
Brantford	1.65	5½	44	1½	2	—	1½	2	—	8	a	b	–
Guelph													
Hamilton													
Kingston	1.80	5	40	2	—	1½	2	2	—	8	a	–	c
Kitchener													

Lakehead													
London	2.00	5	40	2	—	2	2	2	4%	8	a	b	c
Ottawa	1.95	5	40	1½	2	2	2	2	1 week	6	a	b	c
Peterborough													
St. Catharines	1.95	5	40	1½	2	1½	2	2	4%	8	a	b	c
Toronto	2.33	5	40	2	—	2	2	2	4%	8	a	b	–
Windsor	2.15	5	40	2	—	2	2	2	4%	7	a	b	c
Manitoba—													
Brandon													
Winnipeg	1.90	5	40	1½	2	1½	1½	2	2%	7	a	b	c
Saskatchewan—													
Moose Jaw	1.70	5	40	1½	2	1½	1½	2, 2½(6)	2 weeks	8	a	b	c
Prince Albert	1.80	5	40	1½	2	—	—	2, 2½(6)	2 weeks	8	a	b	c
Regina	2.00	5	40	1½	—	1½	1½	2, 3(7)	2 weeks	9	a	b	c
Saskatoon	2.00	5½	44	1½	2	—	1½	—	2 weeks	8	a	b	c
Alberta—													
Calgary	2.05	5	40	2	—	2	2	2	4%	9	a	b	–
Edmonton	2.15	5	40	1½	2	2	2	2	4%	8	a	b	c
Medicine Hat													
Lethbridge	1.78	5½	44	1½	2	—	1½	2	—	9	a	b	c
British Columbia—													
Prince Rupert													
Vancouver	2.30	5	40	2	—	2	2	2	2%	9	a	b	c
Victoria	2.20	5	40	2	—	2	2	2	2½%	9	a	b	c

(1) Single rate for some of the statutory holidays.
(2) From April 1 to Sept. 30 may be 5½ days, 55 hours per week.
(3) After 9 hours per day.
(4) From Nov. 1 to March 1 may be 6 days, 5 days during rest of the year.
(5) Up to ½ hour per day at straight time.
(6) Sundays 2 times, holidays 2½ times.
(7) Sundays 2 times, holidays 3 times.
(8) For holidays only, Sunday work not mentioned.

TABLE 4.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

PLUMBERS

Locality	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)					Paid Vacations (Weeks or per cent of earnings)	Statutory Holidays	Out-of-Town Work Allowances		
		Days	Hours	Ordinary Overtime Pay	Higher Pay after Specified Period or Hour	Saturday Work		Sunday and/or Holiday Work			a. Transportation	b. Travel Time	c. Room and Board
						Morning	Afternoon						
Newfoundland—													
St. John's	1.52	5½	44	1½	2	—	1½	2	3%	7	a	b	c
Nova Scotia—													
Halifax	1.65	5	40	1½	2	1½	2	2	3 cts. per hour	10	a	b	c
Sydney	1.80	5	40	1½	2	2	2	2	2%	8	a	b	c
New Brunswick—													
Fredericton	1.45	5½	44	1½	2	—	1½	2	2%	9	a	–	c
Moncton													
Saint John	1.55	5	40	1½	2	1, 1½[1]	1½, 2[1]	2	2%	8	a	b	c
Quebec—													
Chicoutimi	1.30	6[2]	48[2]	1½[3]	—	—	1, 1½[2]	2	2%	9	a	–	c
Drummondville	1.30	5½[4]	48	1½	—	—	1½, 1[4]	2	2%	10	–	–	–
Hull	1.85	5½	44	1½	2	—	1½	2	2%	7	a	–	c
Montreal	2.00	5	40	1½	2	1½	2	2	2%	12	a	b	c
Quebec	1.45	5½	44	1½	2	—	1½	2	2%	9	a	b	c
St. Hyacinthe	1.35	5	48	1½[5]	—	1½	1½	1½	2%	8	a	b	c
Sherbrooke	1.40	5½	44	1½	—	—	1½	2	2%	10	a	b	c
Thetford Mines	1.45	5½	44	1½	2	—	1½	2	2%	9	a	b	c
Trois Rivieres	1.35	5½	44	1½[13]	—	—	1½	2	2%	9	a	b	c
Ontario—													
Belleville	1.70	5[6]	40[6]	1½	2	1½, 1[6]	1½	2	2%	7	–	b	c
Brantford													
Guelph	1.65	5	40	1½	2	1½	2	2	4%	8	a	b	c
Hamilton	2.15	5	40	1½	2	2	2	2	4%	8	a	–	c
Kingston	1.80	5	40	1½	2	2, 1½[7]	2	2	4%	7	a	b	c
Kitchener	1.95	5	40	1½	2	2	2	2	4%	8	a	b	c

Lakehead	1.90	5	40	1½	2	2	2	2	4%	8	a	b	c
London	2.05	5	40	2	—	2	2	2	4%	8	a	b	c
Ottawa	2.05	5	40	1½	2	1½	2	2	4%	7	a	b	c
Peterborough													
St. Catharines	2.05	5	40	1½	2	2	2	2	4%	8	a	b	c
Toronto	2.30	5	40	1½	2	2	2	2	4%	8	a	b	c
Windsor	2.25	5	40	2	—	2	2	2	4%	8	a	b	c
Manitoba—													
Brandon													
Winnipeg	2.00	5	40	1½	2	2	2	2	2%	7	a	b	c
Saskatchewan—													
Moose Jaw	2.00	5	40	1½	2	2	2	2, 3[8]	—	8	a	b	c
Prince Albert	1.80	5[6]	40[6]	1½	—	1½, 1[6]	1½	—	—	—	a	b	c
Regina	2.00	5	40	1½	2	1½	2	2	—	9	a	b	c
Saskatoon	2.00	5	40	1½	2	2	2	2, 2½[9]	2 weeks	—	a	b	c
Alberta—													
Calgary	2.10	5	40	1½	2	2[10]	2	2	4%	9	a	b	c
Edmonton	2.15	5	40	1½	2	2[10]	2	2	4%	8	a	b	c
Medicine Hat													
Lethbridge	1.90	5	40	1½	2	2[10]	2	2	—	9	a	b	c
British Columbia—													
Prince Rupert	2.25	5	40	2, 1½[11]	2[11]	2, 1[11]	2, 1½[11]	2	4%	9	a	b	c
Vancouver	2.25	5	40	2, 1½[11]	2[11]	2, 1[11]	2, 1½[11]	2	4%	9	a	b	c
Victoria	2.20	5	40	1½	2	1½[12]	2	2	—	9	a	b	c

(1) For essential maintenance work straight time in a.m., 1½ times in p.m. Otherwise 1½ times in a.m., 2 times in p.m.
(2) From April 1 to Sept. 30 may be 5½ days, 55 hours per week.
(3) After 9 hours per day.
(4) From Nov. 1 to March 1 may be 6 days per week.
(5) Straight time up to ½ hour per day.
(6) During autumn months may be 5½ days, 44 hours per week.
(7) 1½ times for emergency work; otherwise 2 times.
(8) 2 times for Sundays, 3 times for holidays.
(9) 2 times for Sundays, 2½ times for holidays.
(10) Emergency work in a.m. may be at straight time.
(11) On construction work double time. On jobbing work straight time for first 4 hours on Saturday, 1½ times for first 4 hours overtime on other weekdays and for second 4 hours on Saturday. All other overtime double rate.
(12) On jobbing work straight time until noon.
(13) Two additional hours per day Monday to Friday, and one additional hour on Saturday morning, may be worked at straight time, as long as total hours per week do not exceed 55.

TABLE 5.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

PAINTERS

Locality	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)					Paid Vacations (Weeks or per cent of earnings)	Statutory Holidays	Out-of-Town Work Allowances		
						Saturday Work							
		Days	Hours	Ordinary Overtime Pay	Higher Pay after Specified Period or Hour	Morning	Afternoon	Sunday and/or Holiday Work			a. Transportation	b. Travel Time	c. Room and Board
Newfoundland—													
St. John's	1.20	5½	50	1½	2	—	1½	2	—	8	a	b	c
Nova Scotia—													
Halifax	1.37	5	40	1½	2	1½	2	2	2%	10	a	b	c
Sydney													
New Brunswick—													
Fredericton													
Moncton													
Saint John	1.34	5	40	1½	2	1½	2	2	(1)	8	–	–	–
Quebec—													
Chicoutimi	1.25	6(2)	48(2)	1½(3)	—	—	1, 1½(2)	2	2%	9	a	–	c
Drummondville	1.20	5½(4)	48	1½	—	—	1½	2	2%	—	–	–	–
Hull	1.35	5½	44	1½	2	—	—	2	2%	—	–	–	–
Montreal	1.70	5	40	1½	2	1½	2	2	2%	11	a	b	–
Quebec	1.40	5½	44	1½	2	—	1½	2	2%	—	a	b	c
St. Hyacinthe	1.25	5	48	1½(5)	—	—	—	1½	2%	—	a	b	c
Sherbrooke	1.35	5½	44	1½	—	—	—	2	2%	—	–	–	–
Thetford Mines	1.40	5½	44	1½	2	—	1½	2	2%	—	a	b	c
Trois-Rivières	1.25	6	48	1½	—	—	—	2	2%	9	–	–	–
Ontario—													
Belleville													
Brantford													
Guelph													
Hamilton													
Kingston	1.50	5	40	1½	2	2	2	2	—	7	–	b	–
Kitchener													
Lakehead	1.55	5	40	1½	—	1½	—	2	2%	7	a	b	c

London													
Ottawa													
Peterborough													
St. Catharines	1.50	5	40	1½	2	—	—	2(6)	2%	7	–	–	–
Toronto	1.90	5	40	1½	2	1½	2	2	4%	7	a	b	c
Windsor													
Manitoba—													
Brandon													
Winnipeg	1.65	5	40	1½	2	1½	1½	2	—	9	a	b	c
Saskatchewan—													
Moose Jaw	1.53	5½	44	1½	2	—	1½	1½	—	—	–	b	c
Prince Albert													
Regina	1.65	5	40	1½	—	1½	1½	1½	4%	—	a	b	c
Saskatoon	1.60	5½	44	1½	—	1½	1½	2(7)	—	7	a	b	c
Alberta—													
Calgary	1.70	5	40	1½	2	1½	1½	2	—	9	a	b	c
Edmonton	1.55	5	40	1½	—	2	2	2	—	7	a	b	c
Medicine Hat													
Lethbridge	1.50	5	40	1½	—	1½	1½	2	—	9	a	–	c
British Columbia—													
Prince Rupert													
Vancouver	2.07	5	40	1½	2	2	2	2	2%	9	a	b	c
Victoria	1.92	5	40	1½	2	2	2	2	2%	9	a	b	c

(1) Vacation plan to be negotiated separately.
(2) From April 1 to Sept. 30 may be 10 hours per day for 5 days, 5 hours Saturday morning.
(3) After 9 hours per day.
(4) From November 1 to March 1 may be 6 days per week.
(5) Not over ½-hour per day may be worked at straight time.
(6) Holiday rate only; Sunday rate not mentioned.
(7) Sunday rate only; holiday rate not mentioned.

TABLE 6.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

PLASTERERS

Locality	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)					Paid Vacations (Weeks or per cent of earnings)	Statutory Holidays	Out-of-Town Work Allowances		
						Saturday Work							
		Days	Hours	Ordinary Overtime Pay	Higher Pay after Specified Period or Hour	Morning	Afternoon	Sunday and/or Holiday Work			a. Transportation	b. Travel Time	c. Room and Board
Newfoundland—													
St. John's													
Nova Scotia—													
Halifax	1 70	5	40	1½	2	1½	2	2	2%	10	a	–	–
Sydney	2.05	5	40	1½	–	2	2	2	–	8	–	–	–
New Brunswick—													
Fredericton													
Moncton													
Saint John													
Quebec—													
Chicoutimi	1.45	6(1)	48(1)	1½(2)	–	–	1, 1½(1)	2	2%	9	a	–	c
Drummondville	1.55	5½(3)	48	1½	–	–	1, 1½(3)	2	2%	10	–	–	–
Hull	1.80	5½	44	1½	2	–	1½	2	2%	9	–	–	–
Montreal	2.00	5	40	1½	2	2	2	2	2%	11	a	b	–
Quebec	1.65	5½	44	1½	2	–	1½	2	2%	9	a	b	c
St. Hyacinthe	1.55	5	48	1½(4)	–	1½	1½	1½	2%	8	a	b	c
Sherbrooke	1.65	5½	44	1½	–	–	1½	2	2%	10	–	–	–
Thetford Mines	1.65	5½	44	1½	2	–	1½	2	2%	9	a	b	c
Trois-Rivières	1.55	6	48	1½	–	–	–	2	1 week	9	–	–	–
Ontario—													
Belleville													
Brantford													
Guelph													
Hamilton	2.15	5	40	2	–	–	–	–	4%	7	–	b	c
Kingston													
Kitchener													
Lakehead	2.10	5	40	1½	2	2	2	2, 2½(7)	4%	7	a	b	c

London	2.10	5	40	1½	2	2	2	2	4%	7	a	b	c
Ottawa	1.85	5	40	1½	2	2	2	2(5)	2%	7	a	–	c
Peterborough													
St. Catharines													
Toronto	2.25	5	40	1½	2	2	2	2	4%	—	a	b	c
Windsor													
Manitoba—													
Brandon													
Winnipeg	2.10	5	40	2	—	2	2	2(5)	—	7	a	b	c
Saskatchewan—													
Moose Jaw													
Prince Albert													
Regina	2.15	5	40	1½	2	2	2	2	2 weeks	8	a	b	c
Saskatoon													
Alberta—													
Calgary	2.00	5	40	1½	2	2	2	—	—	9	a	b	c
Edmonton	2.12½	5	40	1½	2	2	2	2	—	8	a	b	c
Medicine Hat													
Lethbridge													
British Columbia—													
Prince Rupert													
Vancouver	2.25	5	40	2	—	—	—	2(6)	2%	9	a	b	c
Victoria	2.20	5	40	2	—	—	—	—	—	9	a	b	c

(1) From April 1 to Sept. 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.
(2) 1½ times after 9 hours.
(3) From November 1 to March 1 may be 6 days per week.
(4) Not over ½-hour per day may be worked at straight time.
(5) Holiday rate only; Sunday rate not mentioned.
(6) Sunday rate only; holiday rate not mentioned.
(7) 2 times for Sundays, 2½ times for holidays.

TABLE 7.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

SHEET METAL WORKERS

Locality	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)					Paid Vacations (Weeks or per cent of earnings)	Statutory Holidays	Out-of-Town Work Allowances		
						Saturday Work							
		Days	Hours	Ordinary Overtime Pay	Higher Pay after Specified Period or Hour	Morning	Afternoon	Sunday and/or Holiday Work			a. Transportation	b. Travel Time	c. Room and Board
Newfoundland—													
St. John's	1.30	—	—	1½	2	—	—	3, 1½(1)	1 week	6	–	–	–
Nova Scotia—													
Halifax	1.47	5	40	1½	2	1½	2	2	2%	10	a	b	c
Sydney													
New Brunswick—													
Fredericton													
Moncton													
Saint John													
Quebec—													
Chicoutimi	1.25	6(2)	48(2)	1½(3)	—	—	1(2), 1½	2	2%	9	a	b	–
Drummondville	1.30	5½(4)	48	1½	—	—	1½(4), 1	2	2%	10	–	–	–
Hull	1.40	5½	44	1½	2	—	—	2	2%	9	–	–	–
Montreal	1.80	5	40	1½	2	1½	2	2	2%	11	a	b	–
Quebec	1.45	5½	44	1½	2	—	1½	2	2%	9	a	b	c
St. Hyacinthe	1.35	5	48	1½	—	1½(5)	1½(5)	1½	2%	8	a	b	c
Sherbrooke	1.40	5½	44	1½	—	—	1½	2	2%	10	a	b	c
Thetford Mines	1.45	5½	44	1½	2	—	1½	2	2%	9	a	b	c
Trois-Rivières	1.35	5½	44	1½(11)	—	—	1½	2	2%	9	a	b	c
Ontario—													
Belleville													
Brantford													
Guelph													
Hamilton	2.10	5	40	1½	2	2	2	2	4%	7	a	b	c
Kingston													
Kitchener													
Lakehead	1.97½	5	40	1½	2	2	2	2	4%	8	a	b	c

London	1.70	5(6)	40(6)	1½	—	1½(6)	1½	2	4%	5	a	b –
Ottawa	1.92	5	40	1½	2	1½	2	2	2%	7	a	b c
Peterborough												
St. Catharines												
Toronto	2.25	5	40	2	—	2	2	2	4%	8	a	b c
Windsor												
Manitoba—												
Brandon												
Winnipeg	1.75	5	42½	1½	2	1½	2	2	—	8	a	b c
Saskatchewan—												
Moose Jaw	1.77	5	40	1½	2	2	2	2, 3(7)	—	8	a	b c
Prince Albert	1.75	5(8)	40(8)	1½	—	1½(8), 1	1½	—	—		a	b c
Regina	1.77	—	40	1½(9)	—	—	—	(10)	2 weeks	8	a	b c
Saskatoon												
Alberta—												
Calgary	2.00	5	40	1½	2	1½	2	2	4%	9	a	b c
Edmonton	2.05	5	40	1½	2	1½	2	2	4%	7	a	b c
Medicine Hat												
Lethbridge	1.75	5	40	1½	2	1½	2	2	4%	9	a	b c
British Columbia—												
Prince Rupert												
Vancouver	2.25	5	40	1½	2	1½	2	2	2 weeks	9	a	b c
Victoria	2.18	5	40	1½	2	2	2	2	—	9	a	b c

(1) Sundays and 6 paid holidays 3 times, other holidays 1½ times.
(2) From April 1 to Sept. 30 may be 55 hours, 5½ days per week.
(3) After 9 hours per day.
(4) From Nov. 1 to March 1 may be 6 days per week.
(5) After 48 hours per week.
(6) 4 hours may be worked on Saturday morning at regular rate by agreement between employer and employee, or at the option of the employee.
(7) 2 times for Sundays; 3 times for holidays.
(8) From August to December 1, 44½ hours, 5½ days.
(9) After 9 hours per day or 44 hours per week.
(10) 2½ times for 8 paid holidays; Sunday work not mentioned.
(11) Two additional hours per day Monday to Friday, and one additional hour on Saturday morning, may be worked at straight time, as long as total hours per week do not exceed 55.

TABLE 8.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES

LABOURERS

Locality	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)					Paid Vacations (Weeks or per cent of earnings)	Statutory Holidays	Out-of-Town Work Allowances		
		Days	Hours	Ordinary Overtime Pay	Higher Pay after Specified Period or Hour	Saturday Work		Sunday and/or Holiday Work			a. Transportation	b. Travel Time	c. Room and Board
						Morning	Afternoon						
Newfoundland—													
St. John's	.95	5½(1)	50(1)	1½	2	—	—	2	—	—	-	-	-
Nova Scotia—													
Halifax	1.10	6	48	1½	—	—	—	1½	—	10	-	-	-
Sydney													
New Brunswick—													
Fredericton													
Moncton													
Saint John													
Quebec—													
Chicoutimi	1.10	6(2)	48(2)	1½(3)	—	—	1, 1½(2)	2	2%	9	a	-	c
Drummondville	.95	5½(4)	48	1½	—	—	1, 1½(4)	2	2%	10	-	-	-
Hull	1.00	5½	50	1½	2	—	1½	2	2%	9	-	-	-
Montreal	1.25	5	40	1½	2	1½	2	2	2%	11	a	b	-
Quebec	1.10	6	48	1½	2	—	—	2	2%	9	a	b	c
St. Hyacinthe	1.00	5	48	1½(5)	—	1½	1½	1½	2%	8	a	b	c
Sherbrooke	1.05	5½	44	1½	—	—	—	2	2%	10	-	-	-
Thetford Mines	1.10	6	48	1½	2	—	—	2	2%	9	a	b	c
Trois-Rivières	1.00	6	48	1½	—	—	—	2	1 week	9	-	-	-
Ontario—													
Belleville													
Brantford													
Guelph													
Hamilton													
Kingston													
Kitchener	1.20	5	45	1½	—	—	—	2	4%	7	-	-	-
Lakehead													

London													
Ottawa													
Peterborough													
St. Catharines													
Toronto	1.20	5½	45	1½	—	—	1½	2	4%	8	a	c	-
Windsor													
Manitoba—													
Brandon													
Winnipeg													
Saskatchewan—													
Moose Jaw													
Prince Albert													
Regina													
Saskatoon	1.23	5½	44	1½	—	—	1½	2	2 weeks	8	a	b	-
Alberta—													
Calgary	1.30	5½	44	1½	—	—	1½	2	—	9	a	b	-
Edmonton	1.25	5½	44	1½	—	—	1½	2	—	8	-	-	-
Medicine Hat													
Lethbridge													
British Columbia—													
Prince Rupert	1.55	5	40	1½	2	1½	1½	2	2%	9	a	b	-
Vancouver	1.55	5	40	1½	2	1½	1½	2	2%	9	a	b	c
Victoria	1.55	5	40	1½	2	1½	2	2	2%	9	a	b	-

(1) 9 hours Monday to Friday, 5 hours Saturday—April 1 to Sept. 30; 6 days of 8 hours—Oct. 1 to March 31.
(2) From April 1 to Sept. 30 may be 5½ days 55 hours per week.
(3) After 9 hours per day.
(4) From Nov. 1 to March 1 may be 6 days per week.
(5) Not over ½-hour per day may be worked at straight time.

Working Conditions in Canadian Banks

Almost three-quarters of the 46,000 office workers employed by the 10 Canadian commercial banks were on 5-day week at April 1, 1953, it was shown by survey dealing with hours of work, vacations, holidays, etc.

Almost three-quarters of the 46,000 office workers employed by Canadian commercial banks were on a 5-day work-week at April 1, 1953. This is revealed by the annual survey of working conditions conducted by the Economics and Research Branch of the Department of Labour, which this year for the first time included the chartered banks.

The survey dealt with such items as standard hours of work, vacations with pay, statutory holidays and pension plans. It covered the 10 commercial banks, which have nearly 4,000 branches throughout the country and whose replies to the survey gave information as to the employment conditions of some 46,000 office workers.

Hours of Work—The standard weekly schedules of bank employees, the survey showed, ranged from 35 to 45 hours, with the majority (56 per cent) on a 40-hour week. The following table shows the distribution of employees according to the length of the standard work week:—

Standard Weekly Hours	Employees Number	Per Cent
35 to 38 hours	12,400	27
40	25,900	56
41-45	8,000	17
	46,300	100

Seventy-three per cent of the employees were in branches operating on a 5-day week as of the survey date. Authority for the banks to introduce a 5-day schedule of working hours was granted by Parliament under an amendment to the Bills of Exchange Act in the fall of 1951.

Vacations with Pay—The usual vacation for bank employees was either two or three weeks. Employees in all cases become eligible for two weeks' vacation with pay during, or on completion of, their first year of service. Some banks reported an optional arrangement whereby employees eligible for two-weeks' vacation may take three weeks off with pay if time chosen is during the winter months. More liberal vacations after extended service were also reported. Three weeks, with no stipulation as to season, was reported by all banks. The service requirement ranged in these cases from 15 to 25 years. A distribution of the employees of banks giving three weeks with pay according to the service requirements is shown as follows:—

Number of Years of Service Required for Three-Week Vacations	Employees Number	Per Cent
15 years	5,800	12
20 years	36,500[1]	79
25 years	4,000	9
	46,300	100

Statutory Holidays—Bank employees are paid for all statutory holidays specified in the Bills of Exchange Act, which prohibits certain financial transactions on Sundays and certain "holidays". These holidays are: New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Armistice Day, Christmas Day, those days proclaimed as holidays in celebration of the Queen's birthday and Thanksgiving Day, and in addition, in Quebec, the Epiphany, Ascension Day, All Saints Day and Conception Day, and in any province a day proclaimed as a public holiday or as a day for thanksgiving, and any day fixed by statute as a non-juridical day.

Overtime—Replies to the survey question "Do office employees receive compensation for overtime worked?" ranged from "no" to "in accordance with provincial legislation". Six banks, employing 34,000 workers, indicated without qualification that a meal allowance is given to employees working excess hours. One other indicated such a practice under specific circumstances and the remaining three banks either answered in the negative or did not reply to the question.

Compulsory Retirement—All but one bank indicated a practice of compulsory retirement upon reaching a specified age, but in six banks the policy was stated for male employees only. Retirement ages vary between 60 and 65 years for men and 55 to 65 for women.

The following table shows a distribution of male and female employees according

[1]Includes employees of one bank which reported one additional day per year after 15 years until three weeks' vacation is reached.

to the ages for retirement reported by their employing banks:—

Retirement Age	Employees Male	Female
55	..	6,500
60	6,400	6,300
62-63	6,100	1,300
65	5,100	..
	17,600	14,100

All 10 banks reported having a pension plan for employees (in two cases for males only), and all indicated provision for sick leave. Non-occupational sickness and accident benefit plans were reported by five banks, with slightly more than half the total employees; three others replied that they had no such plan and two gave no information.

Prices and the Cost of Living*

Consumer Price Index, December 1, 1953

For the second successive month, the Dominion Bureau of Statistics' consumer price index has declined. Between November 2 and December 1 a drop of 0·3 per cent from 116·2 to 115·8 brought it to exactly the same level as on the same date the year before.

As in the preceding month, lower food prices dominated the index.

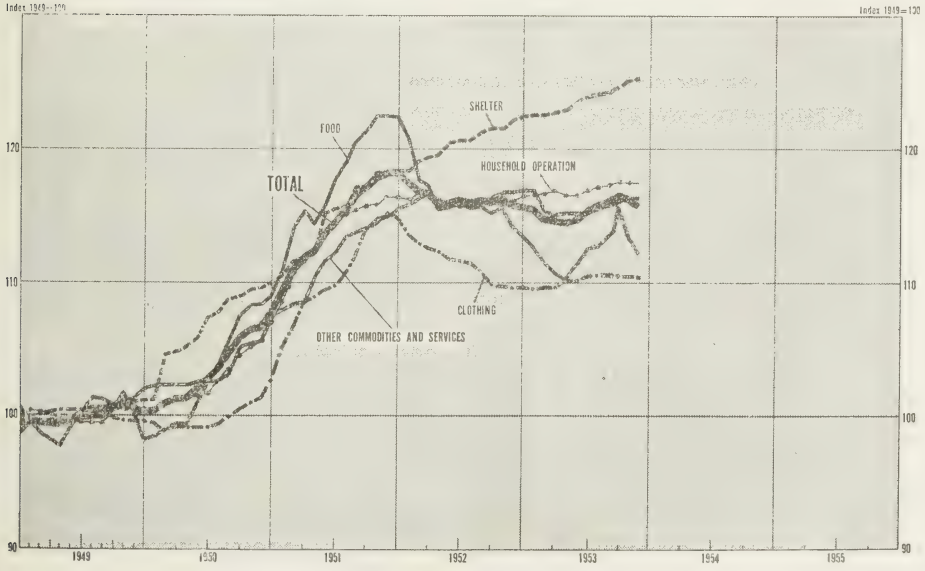
Price decreases for eggs, beef, pork, potatoes, lettuce, sugar, grapefruit and some canned vegetables outweighed advances for most fresh vegetables, lamb, bread, butter, cheese, shortening and coffee, to lower the food index from 113·4 to 112·1.

Clothing, the only other group to register a decline, changed from 110·3 to 110·2, reflecting lower prices scattered through men's, women's and children's apparel and footwear.

The index for the household operation series remained unchanged at 117·4 when increases in fuel and some services and supplies were balanced by decreases in electrical appliances. Other commodities and services also stood unchanged at 116·3, despite minor increases in a few items, notably soap and bicycles. Higher levels

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



for rent were responsible for an advance in the shelter component index from 125·0 to 125·2.

The index one year earlier (December 1, 1952) was also 115·8. Group indexes on that date were: food 114·1, shelter 122·2, clothing 109·7, household operation 116·1 and other commodities and services 116·6.

City Consumer Price Indexes, November 2, 1953

Eight of the ten regional consumer price indexes declined between October 1 and November 2; the remaining two, for St. John's and Winnipeg, advanced.

Chief cause of the declines was lower indexes for foods, which moved down in all centres except St. John's as a result of general price decreases for eggs, potatoes and most meats. Prices of bacon, fresh tomatoes and celery, on the other hand, were generally higher.

Advances in rents were reported in seven cities while no changes occurred in three. In the clothing group, men's suits, overcoats and winter underwear were higher in most cities while lower quotations were reported for several items of women's and children's wear. Clothing indexes moved up in five cities, down in one and were unchanged in four.

Household operation series declined slightly in the majority of cities as a result of mixed changes mostly affecting appliances, floor coverings and glasswear. The household operation index for Vancouver advanced as an increase in wood and sawdust prices offset decreases in other items, notably fuel oil. A decrease in gasoline prices in the same city lowered the index of other commodities and services. For seven of the remaining cities, the index for this group moved up, principally because of increases in theatre admissions.

Regional consumer price index point changes between October 1 and November 2 were as follows: Toronto —0·6 to 117·8; Saskatoon-Regina —0·6 to 113·7; Halifax —0·4 to 113·6; Montreal —0·4 to 117·0; Ottawa —0·4 to 116·0; Edmonton-Calgary —0·4 to 114·9; Saint John —0·2 to 115·9; Vancouver —0·2 to 116·5; St. John's +0·3 to 103·1*; Winnipeg +0·2 to 115·2.

Wholesale Prices, November 1953

Between mid-October and mid-November, the general wholesale price index declined 0·9 per cent from 220·7 to 218·8. Six of the eight major groups worked lower, only iron and its products recording an increase, while non-ferrous metals remained unchanged.

Animal products registered the sharpest change, dropping three per cent to 239·0 from 246·5 as lower prices were recorded for livestock, notably hogs and calves, fresh meats, cured meats, eggs, lard and tallow and fishery products. These decreases overbalanced advances in butter, cheese, fowl, footwear, leather and hides and skins.

A 1·1 per cent drop in fibres, textiles, and textile products from 239·8 to 237·1 reflected decreases in certain cotton fabrics, cotton yarns, worsted yarns, raw cotton, rayon fabrics and worsted cloth. Jute bags were higher as were both imported and domestic wool.

Lower quotations for newsprint, fir and cedar lumber and woodpulp outweighed increases in furniture to change the wood, wood products and paper index from 286·8 to 285·2.

Vegetable products moved down from 196·7 to 196·0 when lower prices for grains, livestock and poultry feeds, milled cereal foods, sugar, potatoes and rubber were sufficient to outweigh increases in coffee, cocoa beans, vegetable oils, fresh fruits, rice, hay, and onions.

The index for non-metallic minerals dipped from 178·7 to 178·4 as losses for petroleum products and sulphur proved of more consequence than an increase in United States anthracite coal.

In the chemicals and allied products group, lower quotations for organic chemicals and industrial gases were sufficient to offset a firmer tone for fertilizer materials, certain drugs and pharmaceuticals and paint materials, and the index receded from 173·7 to 173·6.

Non-ferrous metals remained unchanged at 166·5 as increases in lead, zinc, antimony and tin balanced decreases in copper, silver and gold. Iron and its products, the only group to register an increase, advanced from 222·0 to 222·3 as higher quotations occurred for pig iron.

Canadian farm product prices at terminal markets declined 1·7 per cent to 204·9 between October and November. The decreases reflected a drop in the animal products index of 2·8 per cent to 258·0 as lower quotations for livestock and eggs more than offset advances in eastern prices for poultry, milk for cheese manufacture and raw wool. Field products remained unchanged at 151·7 when increases in some eastern grains and hay, as well as western potatoes, balanced a sharp drop in eastern potatoes.

*Index on base June 1951=100.

Residential building material prices dropped to 279·4 from 280·4 between October and November as lower quotations were noted for a few lumber descriptions and copper wire. Non-residential building materials, on the base 1949=100, changed from 123·9 to 123·7, between October and November as a result of decreases in structural lumber and copper wire. In the electrical sub-group, an increase occurred in transformers.

Strikes and Lockouts

Canada, November 1953*

Fewer work stoppages were in existence during November than in the previous month. Only seven new disputes occurred during the month but 28 were carried over from October. The number of workers involved and the resulting time loss were the highest of the year.

More than 60 per cent of the total idleness in November 1953 was caused by work stoppages in the gold and copper mining industry in northern Ontario and Quebec. Other disputes of importance were: lumber mill workers in British Columbia; steel mill workers at Winnipeg, Man.; paper mill workers at Beauharnois and Crabtree Mills, Que.; and carpenters at Windsor, and Port Arthur and Fort William, Ont.

Wages and related questions were the central issues in 28 of the 35 stoppages in November 1953, causing nearly all the time loss. Of the other disputes, three arose over dismissals and suspensions, two over union questions, one over reduced hours and one over causes affecting working conditions.

Preliminary figures for November 1953 show 35 strikes and lockouts, involving 19,298 workers, with a time loss of 287,316 man-working days, compared with 44 strikes and lockouts in October 1953, with 16,367 workers involved and a loss of 268,053 days. In November 1952 there were 22 strikes and lockouts, 5,374 workers involved and a loss of 45,476 days.

For the first 11 months of 1953 preliminary figures show 159 strikes and lockouts, involving 53,203 workers, with a loss of 1,058,184 days. In the same period in 1952 there were 214 strikes and lockouts, with 119,376 workers involved and a loss of 2,832,676 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time loss in November 1953 was 0·35 per cent of the estimated working time; October 1953, 0·32 per cent; November 1952, 0·05 per cent; the first 11 months of 1953, 0·12 per cent; and the first 11 months of 1952, 0·31 per cent.

Of the 35 stoppages in November 1953, one was settled in favour of the workers, four in favour of the employers, nine were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month 18 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The number of work stoppages in Great Britain and Northern Ireland beginning in September 1953 was 161 and 16 were still

*See Tables G-1 and G-2 at end of book.

in progress from the previous month, making a total of 177 during the month. In all stoppages of work in progress, 25,600 workers were involved and a time loss of 105,000 working days caused, according to statistics published in the British *Ministry of Labour Gazette*.

Of the 161 disputes leading to stoppages of work which began in September, nine, directly involving 2,000 workers, arose over demands for advances in wages, and 70, directly involving 7,700 workers, over other wage questions; three, directly involving 900 workers, over questions as to working hours; 20, directly involving 2,000 workers, over questions respecting the employment of particular classes or persons; 57, directly involving 5,900 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, over questions of trade union principle.

Belgium

During the first quarter of 1953, there were 26 strikes, involving 33,076 workers, with a time loss of 196,239 days.

New Zealand

There were 15 industrial disputes resulting in work stoppages during the second quarter of 1953, involving 9,561 workers and resulting in a time loss of 6,097 days.

United States

Preliminary figures for October 1953 show 350 work stoppages resulting from labour-management disputes beginning in the month in which 190,000 workers were involved. The time loss for all work stoppages in progress during the month was 1,450,000 days. Corresponding figures for September 1953 are 375 stoppages, 110,000 workers and a loss of 1,550,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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Immigrants to Canada are receiving introductory courses in English, and informative lessons about Canada and its culture, under a program set up by a company that hires many immigrants as sugar beet workers. Movies depicting Canadian life are used to augment the lectures. The program was developed by the Canada and Dominion Sugar Company at Chatham and Wallaceburg, Ont.

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TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week ended October 24, 1953			Week ended September 19, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population	10,095	5,035	5,060	10,080	5,034	5,046
A. Civilian labour force	5,351	4,166	1,185	5,398	4,204	1,194
Persons at work	5,116	3,972	1,144	5,175	4,026	1,149
35 hours or more	4,830	3,828	1,002	4,896	3,887	1,009
Less than 35 hours	286	144	142	279	139	140
Usually work 35 hours or more	104	79	25	110	81	29
(a) laid off for part of the week	*	*	*	10	*	*
(b) on short time	37	26	11	25	16	*
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	10	10	*	11	11	*
(f) illness	24	16	*	24	17	*
(g) industrial dispute	*	*	*	*	*	*
(h) vacation	*	*	*	*	*	*
(i) other	*	*	*	19	13	*
Usually work less than 35 hours	182	65	117	169	58	111
Persons with jobs not at work	124	99	25	139	107	32
Usually work 35 hours or more	121	97	24	135	105	30
(a) laid off for full week	14	12	*	13	12	*
(b) bad weather	*	*	*	*	*	*
(c) illness	57	46	11	54	43	11
(d) industrial dispute	*	*	*	*	*	*
(e) vacation	30	22	*	59	42	17
(f) other	10	*	*	*	*	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work [1]	111	95	16	84	71	13
B. Persons not in the labour force	4,744	869	3,875	4,682	830	3,852
(a) permanently unable or too old to work	171	112	59	173	112	61
(b) keeping house	3,394	*	3,390	3,358	*	3,356
(c) going to school	642	341	301	601	310	291
(d) retired or voluntarily idle	523	404	119	536	400	136
(e) other	14	*	*	14	*	*

[1] Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week ended Oct. 24, 1953			Week ended Sept. 19, 1953		
	Total	Seeking Full Time Work	Seeking Part Time Work	Total	Seeking Full Time Work	Seeking Part Time Work
Total looking for work	121	108	13	98	90	*
Without jobs	111	100	11	84	79	*
Under 1 month	51	—	—	37	—	—
1— 3 months	38	—	—	32	—	—
4— 6 months	14	—	—	*	—	—
7—12 months	*	—	—	*	—	—
13—18 months	*	—	—	*	—	—
19—and over	*	—	—	*	—	—
Worked	10	*	*	14	11	*
1—14 hours	*	*	*	*	*	*
15—34 hours	*	*	*	10	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED OCTOBER 24, 1953

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,351	101	407	1,552	1,912	950	429
Agricultural	831	*	56	179	199	374	21
Non-Agricultural	4,520	99	351	1,373	1,713	576	408
Males	4,166	85	325	1,185	1,457	780	334
Agricultural	794	*	50	173	189	361	19
Non-Agricultural	3,372	83	275	1,012	1,268	419	315
Females	1,185	16	82	367	455	170	95
Agricultural	37	*	*	*	10	13	*
Non-Agricultural	1,148	16	76	361	445	157	93
All ages	5,351	101	407	1,552	1,912	950	429
14–19 years	531	12	46	197	159	88	29
20–24 years	717	16	50	239	243	123	46
25–44 years	2,472	47	182	713	886	437	207
45–64 years	1,412	22	109	358	537	257	129
65 years and over	219	*	20	45	87	45	18
Persons with Jobs							
All status groups	5,240	98	390	1,513	1,882	941	416
Males	4,071	82	309	1,153	1,431	773	323
Females	1,169	16	81	360	451	168	93
Agricultural	827	*	55	179	198	372	21
Non-Agricultural	4,413	96	335	1,334	1,684	569	395
Paid Workers	3,996	76	290	1,202	1,538	537	353
Males	2,945	63	221	876	1,123	392	270
Females	1,051	13	69	326	415	145	83
Persons Without Jobs and Seeking Work							
Both sexes	111	*	17	39	30	*	13
Persons not in the Labour Force							
Both sexes	4,744	138	442	1,292	1,559	870	443
Males	869	38	91	219	260	157	104
Females	3,875	100	351	1,073	1,299	713	339

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.–Oct.	3,971	31,488	76,390	21,074	13,313	146,236	61,084
1953—Jan.–Oct.	3,527	28,966	75,540	24,265	11,424	143,722	59,774

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1951—Total	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1952—Jan.-Oct.	6,072	6,109	.....	.....	.....	16,318	.....	.....	.....	1,357	77,381
1953—Jan.-Oct.	8,685	5,472	1,618	2,765	11,210	16,114	752	23,257	8,056	853	78,782

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage Trade	Finance, Services, mentary (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
[1]1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	70	270	52	208	178	28	806
1952—Average	76	299	62	230	197	31	895
1951—March	60	257	39	193	175	26	750
April	60	263	45	199	171	27	765
May	66	266	52	205	177	28	794
June	72	273	55	211	179	28	818
July	71	273	55	212	179	30	820
August	72	277	60	214	180	29	832
September	76	282	61	217	182	29	847
October	81	280	60	219	188	30	858
November	83	280	60	223	191	30	867
December	81	286	52	222	188	29	858
1952—January	79	279	49	215	188	29	839
February	80	284	47	216	193	29	849
March	74	290	48	218	193	29	852
April	63	291	53	222	193	30	852
May	69	292	60	227	197	30	875
June	71	292	61	231	200	30	885
July	71	294	70	234	201	31	901
August	78	304	75	234	197	31	919
September	80	312	74	236	198	31	931
October	82	314	77	239	202	32	946
November	83	318	75	242	202	32	952
December	76	322	62	245	205	32	942
1953—January	71	317	58	247*	203	32	928
February	69	322	56	235	207	31	920
March	61	325	57	236	213	32	924
April	61	326	63	253*	213	33	949
May	69	328	72	249	219	32	969
June	75	328	72	253	218	33	979
July	77	325	76	255	219	34	986
August	80	328	81	256	215	33	993
September	81	333	82	258	224	34	1,012

[1] Includes Newfoundland, since 1949. * Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1949 = 100) (The latest figures are subject to revision).

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employees having 15 or more employees—At October 1, employers in the principal non-agricultural industries reported a total employment of 2,619,473.

Year and Month	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	95·7	.....	93·3	92·1	104·3	97·8	94·7	93·6	97·2	88·1	97·1
1948—Average	99·7	.....	102·6	99·6	105·2	101·2	98·9	97·2	99·5	93·7	101·3
1949—Average	100·0	.....	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1950—Average	101·5	.....	110·3	95·6	102·6	100·5	102·7	100·8	100·8	104·5	100·8
1951—Average	108·8	111·7	112·6	100·3	109·0	109·2	110·4	103·9	106·0	112·4	106·1
1952—Average	111·6	130·2	123·2	104·0	109·5	113·4	112·0	106·0	111·4	120·8	106·7
Jan. 1, 1952	109·4	112·3	111·6	100·1	115·2	111·3	109·9	103·8	108·9	114·3	104·0
Feb. 1, 1952	107·4	106·8	116·8	101·3	112·5	109·5	108·4	101·4	101·9	111·9	100·3
Mar. 1, 1952	107·6	107·8	102·3	98·5	111·9	109·9	108·3	100·7	101·4	110·9	102·6
Apr. 1, 1952	107·5	112·2	135·9	99·9	116·2	107·8	108·4	101·3	101·6	111·8	105·2
May 1, 1952	107·2	115·0	111·8	98·1	101·1	106·4	108·8	102·5	105·4	114·8	107·5
June 1, 1952	110·3	129·8	122·1	101·7	105·4	110·8	110·7	105·9	113·5	118·7	108·8
July 1, 1952	112·1	133·1	127·0	107·8	107·9	114·9	113·5	107·5	116·2	123·3	95·5
Aug. 1, 1952	114·1	149·5	132·4	107·7	104·0	118·9	113·2	109·6	118·9	128·4	102·6
Sept. 1, 1952	115·2	149·5	133·2	109·9	110·8	116·2	114·6	109·6	117·5	130·5	112·6
Oct. 1, 1952	116·4	151·2	130·8	109·8	112·3	118·0	115·9	109·8	116·2	128·0	115·1
Nov. 1, 1952	116·2	150·0	127·3	107·5	106·9	118·5	115·8	109·5	117·5	128·3	114·4
Dec. 1, 1952	116·1	144·6	126·8	106·0	109·2	118·7	115·9	110·3	117·9	128·5	112·0
Jan. 1, 1953	113·0	132·4	116·7	99·3	107·8	113·8	114·5	106·7	113·5	125·7	106·4
Feb. 1, 1953	110·3	125·3	110·8	101·0	100·6	110·6	113·1	104·0	106·2	121·6	101·0
Mar. 1, 1953	110·0	117·8	103·7	97·9	98·6	109·7	112·9	102·5	105·7	122·7	102·1
Apr. 1, 1953	110·0	122·4	104·0	96·9	96·6	108·3	113·2	102·9	105·7	121·6	104·6
May 1, 1953	110·9	133·6	108·3	97·4	94·8	109·1	113·4	104·8	109·2	123·6	106·5
June 1, 1953	112·4	144·1	118·8	100·7	99·6	111·8	113·7	106·7	115·1	127·7	108·1
July 1, 1953	114·9	154·7	119·6	103·9	100·4	113·7	115·7	109·3	119·7	131·3	111·8
Aug. 1, 1953	115·6	156·6	124·6	104·2	105·4	114·0	115·4	110·5	123·3	135·2	114·2
Sept. 1, 1953	116·6	156·0	124·7	104·0	107·1	115·6	116·5	111·1	123·3	135·6	114·7
Oct. 1, 1953	116·8	159·0	119·8	104·4	102·1	116·0	117·0	110·4	123·7	134·7	114·5
Percentage Distribution of Employees of Reporting Establishments at October 1, 1953	100·0	1·8	·2	3·4	2·3	28·5	42·1	5·1	2·4	5·1	9·1

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision.)
SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1947—Average	95·7	80·7	84·2	36.19	97·2	80·4	92·6	36.34
1948—Average	99·7	93·2	93·2	40·06	100·1	92·6	92·5	40.67
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	139·7	126·0	54.13	109·3	140·3	127·6	56.11
Jan. 1, 1952	109·4	128·0	117·4	50.42	104·4	123·2	117·9	51.82
Feb. 1, 1952	107·4	132·7	123·8	53.19	105·3	132·6	125·9	55.35
Mar. 1, 1952	107·6	134·7	125·6	53.95	106·5	135·0	126·7	55·72
Apr. 1, 1952	107·5	135·5	126·4	54.32	107·0	137·7	128·6	56.55
May 1, 1952	107·2	135·2	126·5	54.34	107·3	138·1	128·6	56.55
June 1, 1952	110·3	138·4	125·9	54.08	108·5	138·6	127·6	56.09
July 1, 1952	112·1	140·4	125·6	53.96	108·8	138·6	127·2	55.95
Aug. 1, 1952	114·1	142·7	125·4	53.89	110·3	139·9	126·7	55.70
Sept. 1, 1952	115·2	145·8	127·0	54.55	112·8	144·7	128·2	56.35
Oct. 1, 1952	116·4	148·9	128·3	55.12	114·2	148·3	129·8	57.09
Nov. 1, 1952	116·2	150·1	129·5	55.65	113·6	149·1	131·1	57.65
Dec. 1, 1952	116·1	151·3	130·6	56.12	113·5	151·0	133·0	58.46
Jan. 1, 1953	113·0	141·6	125·3	53.81	111·4	139·1	124·9	54.92
Feb. 1, 1953	110·3	145·6	132·0	56.72	111·9	149·7	133·8	58.82
Mar. 1, 1953	110·0	147·0	133·6	57.40	112·7	151·9	134·8	59.25
Apr. 1, 1953	110·0	146·7	133·4	57.33	112·9	152·6	135·2	59.43
May 1, 1953	110·9	148·2	133·9	57.52	113·1	152·9	135·2	59.43
June 1, 1953	112·4	151·5	134·4	57.72	113·4	154·0	135·2	59.43
July 1, 1953	114·9	154·5	134·0	57.57	114·7	155·0	134·5	59.16
Aug. 1, 1953	115·6	155·3	133·9	57.52	114·4	153·9	134·0	58.93
Sept. 1, 1953	116·6	157·0	134·1	57.61	115·6	155·4	133·8	58.83
Oct. 1, 1953	116·8	158·5	135·2	58.10	115·2	157·1	135·8	59.69

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industries	Index Numbers (1949 = 100)										Average Weekly Wages and Salaries, in Dollars		
	Employment					Payrolls							
	Oct. 1, 1953	Sept. 1, 1953	Aug. 1, 1953	July 1, 1953	Oct. 1, 1952	Oct. 1, 1953	Sept. 1, 1953	Aug. 1, 1953	July 1, 1953	Oct. 1, 1952	Oct. 1, 1953	Sept. 1, 1953	Oct. 1, 1952
(a) PROVINCES													
Newfoundland	159·0	156·0	156·6	154·7	151·2	251·2	245·1	244·6	239·5	221·6	59.58	58.95	54.92
Prince Edward Island	119·8	124·7	124·6	119·6	130·8	158·4	165·2	162·7	157·9	159·4	44.53	44.64	41.43
Nova Scotia	104·4	104·0	104·2	103·9	109·8	136·0	135·0	134·5	133·6	135·0	48.70	48.55	46.23
New Brunswick	102·1	107·1	105·4	100·4	112·3	132·7	139·1	135·6	129·2	135·4	49.13	49.08	46.21
Quebec	116·0	115·6	114·0	113·7	118·0	156·4	153·7	150·4	151·0	149·8	55.01	54.61	52.43
Ontario	117·0	116·5	115·4	115·7	115·9	159·2	156·6	155·5	156·2	149·3	60.25	59.51	57.33
Manitoba	110·4	111·1	110·5	109·3	109·8	144·4	145·4	143·4	142·4	134·3	55.66	55.70	52.27
Saskatchewan	123·7	123·3	123·3	119·7	116·2	167·7	166·3	165·1	159·9	145·5	56.24	55.92	52.04
Alberta	134·7	135·6	135·2	131·3	128·0	182·2	182·6	181·9	174·8	161·7	60.12	59.88	56.27
British Columbia	114·5	114·7	114·2	111·6	115·1	161·3	161·1	159·5	156·9	155·0	64.35	64.14	61.55
CANADA	**116·8**	**116·6**	**115·6**	**114·9**	**116·4**	**158·5**	**157·0**	**155·3**	**154·5**	**148·9**	**58.10**	**57.61**	**55.12**
(b) METROPOLITAN AREAS													
St. John's	123·4	123·5	123·2	120·9	125·5	162·4	161·6	161·3	157·3	157·9	42.37	42.16	40.21
Sydney	100·6	97·9	98·3	99·4	108·1	133·5	125·5	128·4	125·8	135·4	62.28	60.16	58.78
Halifax	117·6	115·7	113·6	112·4	119·4	150·9	150·1	147·0	144·9	150·3	45.66	46.16	44.71
Saint John	100·9	101·8	100·9	95·6	102·9	129·6	128·3	125·7	122·3	126·1	46.07	45.24	44.00
Quebec	114·5	114·4	113·7	112·0	112·6	154·1	153·5	151·2	147·0	143·9	47.73	47.59	45.78
Sherbrooke	103·7	103·6	104·1	105·6	108·3	132·5	131·8	134·5	130·7	138·4	46.13	45.88	45.84
Three Rivers	103·7	105·3	107·4	106·0	108·7	136·2	138·1	139·7	138·8	134·2	53.98	53.88	50.75
Drummondville	84·6	84·7	83·4	85·3	88·4	112·1	111·5	110·4	113·3	114·1	51.48	51.17	50.22
Montreal	114·6	114·8	113·3	114·2	114·5	154·8	152·8	150·9	151·2	145·7	56.35	55.53	53.46
Ottawa—Hull	111·1	110·4	109·7	95·9	109·9	147·9	147·7	145·6	144·8	138·2	52.32	52.55	49.30
Peterborough	100·9	100·7	98·0	95·8	97·4	139·7	137·5	130·2	133·0	127·4	61.99	61.17	58.48
Oshawa	160·9	160·3	160·8	166·5	152·8	207·6	199·4	207·0	219·3	203·6	65.70	63.36	67.96
Niagara Falls	181·4	182·6	167·5	166·9	176·8	266·9	261·7	244·5	246·7	245·1	67.11	65.36	63.14
St. Catharines	120·3	120·7	122·3	123·9	129·0	161·8	157·1	163·4	168·2	171·8	66.24	64.08	65.77
Toronto	121·5	120·2	118·6	119·8	116·1	168·7	164·5	161·7	163·0	150·9	61.47	60.58	57.87
Hamilton	112·0	111·4	111·7	111·7	111·3	149·0	145·3	147·0	147·1	143·6	61.70	60.50	60.17
Brantford	83·1	81·5	85·5	88·1	101·1	105·7	104·6	110·8	113·3	129·6	55.78	56.26	56.08
Galt	108·7	108·0	106·0	108·4	106·0	148·6	147·3	143·9	150·4	141·9	53.77	53.59	52.47
Kitchener	111·1	110·3	107·6	108·6	105·3	153·7	150·4	144·4	148·5	139·9	56.25	55.46	53.97
Sudbury	133·6	133·0	133·9	133·4	132·8	185·8	186·8	185·8	184·8	172·4	74.47	75.19	69.39
London	115·1	114·0	113·0	117·4	112·9	157·6	154·4	152·7	159·3	147·8	55.56	54.97	53.26
Sarnia	123·2	124·6	125·2	124·7	131·7	185·0	187·5	183·2	179·4	185·0	73.17	73.25	68.60
Windsor	109·3	108·5	113·6	116·2	109·3	144·4	140·4	151·9	157·3	137·8	66.59	65.19	64.04
Sault Ste. Marie	139·8	141·9	142·8	141·0	136·2	183·4	185·5	191·6	186·9	173·1	66.88	66.67	64.90
Ft. William—Pt. Arthur	124·8	127·1	126·6	124·5	123·5	164·8	168·5	168·6	168·5	156·6	59.51	59.71	57.40
Winnipeg	105·9	106·1	105·3	105·0	106·0	140·1	139·9	137·4	137·4	135·1	52.51	52.31	49.87
Regina	117·9	115·9	113·8	112·4	111·5	156·7	156·0	153·9	148·8	141·9	50.82	51.48	49.11
Saskatoon	122·2	123·3	124·4	120·4	118·1	168·6	168·4	168·2	160·7	151·2	51.47	50.97	47.93
Edmonton	151·0	151·5	152·8	149·7	141·2	219·1	220·4	224·3	215·8	190·2	59.15	59.29	54.96
Calgary	134·0	134·3	132·7	130·1	126·1	182·3	181·1	176·8	172·8	161·4	57.30	56.78	53.52
Vancouver	104·3	104·6	103·9	102·4	103·1	143·2	142·6	141·4	138·3	135·0	60.18	59.77	57.45
Victoria	110·2	109·8	109·1	109·7	110·7	151·2	150·6	151·5	151·8	142·4	57.14	57.11	54.19
(c) INDUSTRIES													
Forestry (chiefly logging)	110·3	88·3	86·7	93·6	116·4	152·5	131·6	128·7	136·0	164·1	55.14	59.45	56.61
Mining	108·7	112·3	114·7	113·7	118·8	148·6	151·4	153·0	151·0	154·6	70.23	69.28	67.41
Manufacturing	115·2	115·6	114·4	114·7	114·2	157·1	155·4	153·9	155·0	148·3	59.69	58.83	57.09
Durable Goods [1]	123·9	124·9	125·0	125·9	121·6	170·6	168·8	169·1	171·1	159·5	64.66	63.49	61.89
Non-Durable Goods	107·7	107·6	105·2	105·0	107·7	143·8	142·1	138·8	139·0	137·0	54.77	54.17	52.33
Construction	135·2	139·6	135·4	127·5	143·6	206·6	208·9	200·7	187·7	192·9	63.23	61.93	57.45
Transportation, storage, Communication	115·8	116·7	115·9	114·5	114·0	149·2	149·3	148·1	147·3	135·4	61.88	61.45	57.23
Public utility operation	115·0	117·9	117·8	117·1	111·0	158·5	159·9	160·2	158·6	143·6	65.90	64.80	62.18
Trade	114·2	111·8	111·8	112·0	112·2	151·5	148·2	148·3	147·8	140·8	49.02	49.03	46.53
Finance, insurance and real estate	123·6	122·4	120·6	120·1	123·0	152·5	151·3	148·7	147·7	143·9	52.08	52.16	49.54
Service [2]	112·3	112·9	113·1	111·1	109·9	145·7	143·6	144·2	141·7	129·8	37.42	36.66	34.69
Industrial composite	116·8	116·6	115·6	114·9	116·4	158·5	157·0	155·3	154·5	148·9	58.10	57.61	55.12

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	c	$	No.	c	$	No.	c	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63.8	27.18
1947—Average	42·5	80·3	34.13	42.7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42.0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41·6	139·8	58.16	41·3	117·4	48.49
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
Apr. 1, 1952	42·1	129·0	54.31	42·3	139·6	59.05	41.8	116·9	48.86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49.00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48.90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48.57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57.29	41·1	117·5	48.29
Sept. 1, 1952	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·8	59.84	42·0	117·0	49.14
Nov. 1, 1952	42·1	131·0	55.15	42·1	142·6	60.03	42·1	118·4	49.85
Dec. 1, 1952	42·5	132·1	56.14	42.6	143·6	61.17	42·2	119·3	50.34
*Jan. 1, 1953	38·3	134·0	51.32	38·5	144·5	55.63	38·2	121·8	46.53
Feb. 1, 1953	41·9	134·2	56.23	41·9	145·7	61.05	41·8	120·8	50.49
Mar. 1, 1953	42·1	134·4	56.58	42·4	146·3	62.03	41·7	120·7	50.33
Apr. 1, 1953	42·1	134·9	56.79	42·3	146·7	62.05	41.8	121·3	50.70
May 1, 1953	41·8	135·5	56.64	42·2	146·8	61.95	41.5	122·4	50.80
June 1, 1953	41·7	135·9	56.67	42·1	146·8	61.80	41.3	123·1	50.84
July 1, 1953	41·3	136·2	56.25	41·9	147·0	61.59	40·8	123·5	50.39
Aug. 1, 1953	41·0	136·0	55.76	41·4	147·1	60.90	40.6	123·4	50.10
Sept. 1, 1953	41·0	135·7	55.64	41·3	147·3	60.83	40·8	123·0	50.18
Oct. 1, 1953	41·5	136·7	56.73	41·8	148·6	62.07	41·1	123·8	50.88

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1953	Sept. 1, 1953	Oct. 1, 1952	Oct. 1, 1953	Sept. 1, 1953	Oct. 1, 1952
Newfoundland	42·0	41·7	44·6	134·8	129·7	122·8
Nova Scotia	41·5	42·1	41·3	122·6	119·5	113·1
New Brunswick	43·0	42·5	43·3	119·5	117·3	113·2
Quebec	43·0	42·6	43·9	123·2	122·4	116·0
Ontario	41·1	40·4	41·7	143·7	143·2	137·6
Manitoba	40·6	40·3	40·6	132·9	131·7	124·6
Saskatchewan	40·7	40·3	41·1	141·4	137·8	133·4
Alberta	39·4	40·3	39·6	141·3	139·6	131·9
British Columbia	38·2	38·3	38·8	163·8	162·4	158·3
Montreal	42·2	41·5	42·6	129·1	129·0	121·9
Toronto	41·1	40·5	41·3	144·9	144·4	137·5
Hamilton	39·7	38·7	40·3	155·3	155·2	151·8
Windsor	39·7	39·0	39·1	165·9	164·1	161·1
Winnipeg	40·5	40·0	40·4	131·5	130·5	122·8
Vancouver	38·3	38·2	38·3	163·6	162·7	156·3

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1953	Sept. 1 1953	Oct. 1 1952	Oct. 1 1953	Sept. 1 1953	Oct. 1 1952	Oct. 1 1953	Sept. 1 1953	Oct. 1 1952
	no.	no.	no.	c	c	c	$	$	$
Mining	43·1	43·0	43·3	153·8	153·4	149·8	66.29	65.96	64.86
Metal mining	44·6	44·4	44·6	157·2	156·9	151·4	70.11	69.66	67.52
Gold	46·1	45·8	45·7	127·4	132·5	130·5	58.73	60.69	59.64
Other metal	43·8	43·6	43·8	172·5	172·2	164·2	75.56	75.08	71.92
Fuels	40·1	39·7	40·5	154·4	152·8	153·8	61.91	60.66	62.29
Coal	38·9	38·1	39·7	150·0	148·2	151·8	58.35	56.46	60.27
Oil and natural gas	43·6	44·5	43·5	166·6	165·1	160·8	72.64	73.47	69.95
Non-metal	43·9	43·6	43·9	140·8	141·4	137·3	61.81	61.65	60.27
Manufacturing	41·5	41·0	42·1	136·7	135·7	129·9	56.73	55.64	54.69
Food and beverages	41·5	41·1	42·2	114·1	112·5	107·9	47.35	46.24	45.53
Meat products	40·1	39·4	40·4	148·1	141·9	141·7	59.39	55.91	57.25
Canned and preserved fruits and vegetables	41·5	37·3	42·6	94·8	90·2	89·6	39.34	33.64	38.17
Grain and mill products	42·1	42·1	44·5	131·3	128·5	122·1	55.28	54.10	54.33
Bread and other bakery products	43·7	44·1	44·5	105·5	105·4	99·3	46.10	46.48	44.19
Distilled and malt liquors	42·2	41·8	41·4	146·2	145·8	139·4	61.70	60.94	57.71
Tobacco and tobacco products	40·5	39·8	40·4	136·2	135·9	128·9	55.16	54.09	52.08
Rubber products	41·7	40·0	42·5	141·6	140·3	131·9	59.05	56.12	56.06
Leather products	39·4	39·8	41·2	97·5	97·1	93·4	38.42	38.65	38.48
Boots and shoes (except rubber)	38·3	39·1	40·7	93·7	93·4	89·9	35.89	36.52	36.59
Textile products (except clothing)	40·8	40·8	42·8	107·9	107·2	104·8	44.02	43.74	44.85
Cotton yarn and broad woven goods	38·1	37·9	40·7	110·1	109·8	106·7	41.95	41.61	43.43
Woollen goods	41·6	43·0	44·1	102·7	102·3	99·9	42.72	43.99	44.06
Synthetic textiles and silk	43·8	43·6	45·1	111·3	110·0	106·8	48.75	47.96	48.17
Clothing (textile and fur)	38·9	38·2	39·9	97·1	96·7	92·3	37.77	36.94	36.83
Men's clothing	38·9	38·0	40·0	94·9	94·4	90·3	36.92	35.87	36.12
Women's clothing	36·3	36·3	37·3	103·4	104·3	97·7	37.53	37.86	36.44
Knit goods	40·8	39·8	41·3	96·5	96·0	93·2	39.37	38.21	38.49
*Wood products	42·5	42·2	43·1	122·9	121·6	118·3	52.23	51.32	50.99
Saw and planing mills	41·7	41·7	42·3	130·6	128·5	126·4	54.46	53.58	53.47
Furniture	44·2	43·3	44·4	112·0	111·4	106·1	49.50	48.24	47.11
Other wood products	43·2	42·7	44·4	107·5	106·7	102·1	46.44	45.56	45.33
Paper products	43·6	43·6	45·0	153·1	152·4	142·2	66.75	66.45	63.99
Pulp and paper mills	44·0	44·2	45·7	163·5	162·3	150·4	71.94	71.74	68.73
Other paper products	42·7	41·7	42·9	122·3	121·6	115·7	52.22	50.71	49.64
Printing, publishing and allied industries	40·0	39·8	39·8	159·5	159·4	151·2	63.80	63.44	60.18
*Iron and steel products	42·0	41·5	42·2	154·6	154·1	147·2	64.93	63.95	62.12
Agricultural implements	38·4	38·8	38·1	159·4	161·3	158·5	61.21	62.58	60.39
Fabricated and structural steel	42·6	40·5	43·5	163·5	162·3	156·4	69.65	65.73	68.03
Hardware and tools	42·2	40·9	42·8	140·7	140·5	133·1	59.38	57.46	56.97
Heating and cooking appliances	42·0	41·6	43·7	132·6	133·5	129·1	55.69	55.54	56.42
Iron castings	42·8	42·1	42·9	153·9	151·3	145·3	65.87	63.70	62.33
Machinery manufacturing	42·8	42·4	43·0	147·5	146·7	136·9	63.13	62.20	58.87
Primary iron and steel	40·9	40·8	41·3	170·6	170·2	161·5	69.78	69.44	66.70
Sheet metal products	42·4	41·9	42·7	147·5	147·6	141·9	62.54	61.84	60.59
*Transportation equipment	41·3	40·6	41·6	157·9	157·0	149·3	65.21	63.74	62.11
Aircraft and parts	43·7	42·9	45·4	161·1	158·9	150·8	70.40	68.17	68.46
Motor vehicles	40·0	39·7	40·0	169·9	168·4	166·0	67.96	66.85	66.40
Motor vehicle parts and accessories	39·8	37·4	41·6	157·9	156·1	155·5	62.84	58.38	64.69
Railroad and rolling stock equipment	40·1	39·7	39·4	157·9	158·1	141·2	63.32	62.77	55.65
Shipbuilding and repairing	42·6	42·7	42·7	144·7	144·8	138·7	61.64	61.83	59.22
*Non-ferrous metal products	41·5	41·1	41·9	155·8	152·6	149·7	64.66	62.72	62.72
Aluminum products	41·6	41·7	43·6	142·4	141·2	139·5	59.24	58.88	60.82
Brass and copper products	42·9	41·7	43·0	146·5	144·0	137·8	62.85	60.05	59.25
Smelting and refining	41·3	40·9	41·1	170·2	165·4	164·1	70.29	67.65	67.45
*Electrical apparatus and supplies	41·3	40·4	42·2	144·5	143·4	141·5	59.68	57.93	59.71
Heavy electrical machinery and equipment	41·5	40·9	42·0	158·9	157·7	157·0	65.94	64.50	65.94
*Non-metallic mineral products	44·1	43·5	44·1	136·9	136·1	129·4	60.37	59.20	57.07
Clay products	45·2	44·8	44·3	124·9	123·3	122·5	56.45	55.24	54.27
Glass and glass products	43·9	44·0	45·1	133·3	132·9	126·2	58.52	58.48	56.92
Products of petroleum and coal	41·4	41·3	41·4	183·7	181·3	176·4	76.05	74.88	73.03
Chemical products	41·9	41·2	42·0	140·2	138·7	133·9	58.74	57.14	56.24
Medicinal and pharmaceutical preparations	41·9	40·9	41·5	117·0	114·6	108·6	49.02	46.87	45.07
Acids, alkalis and salts	42·6	41·3	41·6	160·3	157·9	153·9	68.29	65.21	64.02
Miscellaneous manufacturing industries	41·7	41·6	41·5	111·7	112·2	104·1	46.58	46.68	43.20
*Durable goods	41·8	41·3	42·2	148·5	147·3	141·8	62.07	60.83	59.84
Non-durable goods	41·1	40·8	42·0	123·8	123·0	117·0	50.88	50.18	49.14
Construction	43·4	43·3	42·9r	146·6	143·0	134·9r	63.62	61.92	57.87r
Buildings and structures	42·7	42·2	42·5	160·5	157·5	147·3	68.53	66.47	62.60
Highways, bridges and streets	42·2	42·9	42·1r	114·6	111·9	107·4r	48.36	48.01	45.22r
Electric and motor transportation	45·2	44·3	45·5	137·2	137·0	131·5	62.01	60.69	59.83
Service	41·5	41·8	42·7	79·8	77·3	75·2	33.12	32.31	32.11
Hotels and restaurants	42·0	42·4	43·6	79·7	76·7	74·3	33.47	32.52	32.39
Laundries and dry cleaning plants	41·2	41·2	41·3	75·9	74·7	73·4	31.27	30.78	30.31

* Durable manufactured goods industries. r—Revised.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man-Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.74	73·7	75·0	98·3
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Week Preceding:						
October 1, 1952	42·1	129·9	54.69	131·1	116·0	113·0
November 1, 1952	42·1	131·0	55.15	132·2	116·1	113·9
December 1, 1952	42·5	132·1	56.14	134·5	115·8	116·1
January 1, 1953	42·2*	134·0	56.55	135·6	115·7	117·2
February 1, 1953	41·9	134·2	56.23	134·8	115·5	116·7
March 1, 1953	42·1	134·4	56.58	135·7	114·8	118·2
April 1, 1953	42·1	134·9	56.79	136·2	114·6	118·8
May 1, 1953	41·8	135·5	56.64	135·8	114·4	118·7
June 1, 1953	41·7	135·9	56.67	135·9	114·9	118·3
July 1, 1953	41·3	136·2	56.25	134·9	115·4	116·9
August 1, 1953	41·0	136·0	55.76	133·7	115·7	115·6
September 1, 1953	41·0	135·7	55.64	133·4	116·2	114·8
October 1, 1953 (1)	41·5	136·7	56.73	136·0	116·7	116·5

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Reserach Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38·3 hours, $51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date nearest:						
December 1, 1947	35,947	22,325	58,272	82,990	33,584	116,574
December 1, 1948	16,179	15,993	32,172	102,638	37,641	140,279
December 1, 1949	10,400	12,085	22,485	164,345	56,439	220,784
December 1, 1950	32,081	11,039	43,120	124,850	61,456	186,306
December 1, 1951	29,933	9,094	39,027	138,946	69,071	208,017
December 1, 1952	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953	19,382	17,772	37,154	111,524	52,357	163,881
September 1, 1953	24,203	20,321	44,524	113,191	48,634	161,825
October 1, 1953	24,025	17,806	41,831	117,827	53,453	171,280
November 1, 1953 (1)	15,282	13,058	28,340	144,520	60,997	205,517
December 1, 1953 (1)	15,446	11,868	27,314	241,094	74,513	315,607

*—Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT OCTOBER 31, 1953(1)

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from Sept. 30, 1953	Change from Oct. 31, 1952
Agriculture, Fishing, Trapping	**497**	**168**	**665**	**— 853**	**— 171**
Forestry	**2,173**	**9**	**2,182**	**— 2,834**	**— 3,424**
Mining, Quarrying and Oil Wells	**476**	**24**	**500**	**— 202**	**— 118**
Metal Mining	171	11	182	— 96	
Fuels	244	5	249	— 49	
Non-Metal Mining	29	2	31	— 12	
Quarrying, Clay and Sand Pits	13	.....	13	— 21	
Prospecting	19	6	25	— 24	
Manufacturing	**3,561**	**2,225**	**5,786**	**— 3,434**	**— 3,987**
Foods and Beverages	231	213	444	— 284	
Tobacco and Tobacco Products	4	6	10	— 12	
Rubber Products	49	36	85	+ 5	
Leather Products	106	222	328	— 109	
Textile Products (except clothing)	84	170	254	— 115	
Clothing (textile and fur)	241	774	1,015	— 1,293	
Wood Products	277	61	338	— 233	
Paper Products	143	70	213	— 126	
Printing, Publishing and Allied Industries	216	112	328	— 139	
Iron and Steel Products	461	104	565	— 307	
Transportation Equipment	824	65	889	— 169	
Non-Ferrous Metal Products	166	62	228	— 134	
Electrical Apparatus and Supplies	237	83	320	+ 129	
Non-Metallic Mineral Products	76	33	109	— 87	
Products of Petroleum and Coal	26	5	31	— 9	
Chemical Products	268	107	375	— 106	
Miscellaneous Manufacturing Industries	152	102	254	— 187	
Construction	**2,270**	**68**	**2,338**	**— 1,628**	**— 1,303**
General Contractors	1,534	39	1,573	— 1,142	
Special Trade Contractors	736	29	765	— 486	
Transportation, Storage and Communication	**580**	**192**	**772**	**— 706**	
Transportation	467	62	529	— 418	See Foot
Storage	57	9	66	— 38	Note (2)
Communication	56	121	177	— 250	
Public Utility Operation	**66**	**65**	**131**	**— 61**	
Trade	**2,069**	**2,559**	**4,628**	**— 1,672**	**— 1,868**
Wholesale	623	510	1,133	— 521	
Retail	1,446	2,049	3,495	— 1,151	
Finance, Insurance and Real Estate	**929**	**492**	**1,421**	**— 360**	**+ 30**
Service	**2,367**	**6,875**	**9,242**	**— 3,860**	**— 2,160**
Community or Public Service	213	1,019	1,232	— 355	
Government Service	1,247	557	1,804	— 1,134	
Recreation Service	149	102	251	— 153	
Business Service	359	312	671	— 211	
Personal Service	399	4,885	5,284	— 2,007	
Grand Total	**14,988**	**12,677**	**27,665**	**— 15,610**	**— 13,673**

(1)Current vacancies only. Deferred vacancies are excluded.

Note: Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT OCTOBER 29, 1953 (1)

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies (2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,040	603	1,643	4,065	1,060	5,125
Clerical workers	2,009	3,079	5,088	7,544	16,435	23,979
Sales workers	1,442	1,485	2,927	3,373	7,245	10,618
Personal and domestic service workers	736	5,706	6,442	17,927	11,164	29,091
Seamen	7	.....	7	586	3	589
Agriculture and fishing	454	14	468	1,255	137	1,392
Skilled and semiskilled workers	7,911	1,463	9,374	57,638	14,270	71,908
Food and kindred products (inc. tobacco)	77	82	159	790	415	1,205
Textiles, clothing, etc.	148	953	1,101	3,124	9,460	12,584
Lumber and wood products	2,828	5	2,833	5,618	181	5,799
Pulp, paper (inc. printing)	67	17	84	600	324	924
Leather and leather products	66	102	168	866	977	1,843
Stone, clay and glass products	32	6	38	131	34	165
Metalworking	804	27	831	7,939	645	8,584
Electrical	296	48	344	805	355	1,160
Transportation equipment	13	3	16	613	53	666
Mining	270	.....	270	1,312	1	1,313
Construction	1,127	.....	1,127	12,248	2	12,250
Transportation (except seamen)	651	11	662	9,334	59	9,393
Communication and public utility	91	2	93	297	6	303
Trade and service	181	146	327	1,799	937	2,736
Other skilled and semiskilled	1,071	51	1,122	9,169	627	9,796
Foremen	46	8	54	1,361	188	1,549
Apprentices	143	2	145	1,632	6	1,638
Unskilled workers	1,683	708	2,391	52,132	10,683	62,815
Food and tobacco	48	128	176	1,429	2,109	3,538
Lumber and lumber products	99	5	104	4,866	233	5,099
Metalworking	55	11	66	4,231	394	4,625
Construction	639	.....	639	15,800	.....	15,800
Other unskilled workers	842	564	1,406	25,806	7,947	33,753
Grand Total	**15,282**	**13,058**	**28,340**	**144,520**	**60,997**	**205,517**

(1) Preliminary—subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES OCTOBER, 1953; LIVE APPLICATIONS AT DECEMBER 3, 1953

SOURCE: Dominion Bureau of Statistics

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at Dec. 3, 1953
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**96**	**417**	**379**	**12**	**2,904**	**2,235**	**177**	**106**	**34**	**4**	**3,773**	**8,290**
Corner Brook	2	150	119	9	618	300	37	11	7	.....	696	1,413
Grand Falls	.....	7	3	.....	167	215	10	4	.....	4	323	788
St. John's	94	260	157	3	2,119	1,720	130	91	27	.....	2,754	6,089
Prince Edward Island	**442**	**888**	**101**	**398**	**702**	**1,339**	**805**	**454**	**239**	**16**	**1,004**	**1,858**
Charlottetown	139	333	78	46	458	792	370	248	68	15	682	1,179
Summerside	303	505	26	352	244	547	435	206	171	1	322	679
Nova Scotia	**1,258**	**3,394**	**1,508**	**25**	**10,130**	**9,019**	**3,747**	**1,842**	**678**	**432**	**11,821**	**15,600**
Amherst	2	149	1	2	262	326	163	134	6	22	330	540
Bridgewater	55	50	37	.....	372	318	40	18	12	.....	452	699
Halifax	959	2,104	1,263	10	2,881	3,051	1,960	1,038	332	7	3,287	3,340
Inverness	.....	8	3	.....	305	57	30	5	.....	26	208	371
Kentville	89	104	76	12	581	482	104	61	1	8	771	1,390
Liverpool	11	29	13	.....	195	234	34	18	1	10	309	432
New Glasgow	41	301	45	.....	1,369	1,139	381	231	36	74	1,471	2,383
Springhill	9	18	1	.....	466	601	28	25	.....	.....	709	711
Sydney	63	468	43	.....	2,606	1,742	820	181	284	274	2,773	3,323
Truro	12	76	16	.....	522	502	86	51	6	4	645	928
Yarmouth—Shelburne	17	87	10	1	571	567	101	80	.....	7	866	1,483
New Brunswick	**1,289**	**2,725**	**1,084**	**106**	**9,238**	**8,241**	**2,836**	**1,656**	**424**	**205**	**11,412**	**15,553**
Bathurst	7	102	13	.....	542	597	106	24	65	1	783	1,511
Campbellton	48	95	30	4	579	545	106	66	15	7	720	881
Edmundston	10	181	6	.....	217	533	175	128	4	21	427	1,178
Fredericton	108	252	98	.....	1,710	632	223	138	36	69	1,800	1,471
Minto	27	113	30	.....	528	476	163	106	4	9	602	645
Moncton	677	1,027	587	54	1,616	2,548	976	517	219	40	2,451	3,430
Newcastle	3	42	1	.....	858	462	107	35	4	16	909	1,172
Saint John	302	773	296	40	2,257	1,759	814	539	66	36	2,599	2,961
St. Stephen	4	62	6	.....	429	334	81	52	4	5	551	1,209
Sussex	9	21	2	.....	267	95	23	13	6	.....	244	331
Woodstock	94	57	15	8	235	260	62	38	1	1	326	764
Quebec	**14,589**	**26,602**	**8,128**	**1,139**	**56,529**	**59,128**	**29,003**	**16,886**	**3,467**	**1,392**	**64,978**	**97,021**
Asbestos	37	192	93	31	208	263	128	83	11	1	298	526
Beauharnois	5	30	5	.....	438	274	54	25	.....	8	493	728
Buckingham	18	45	8	2	377	386	54	37	5	.....	523	702
Causapscal	6	327	6	.....	375	551	384	325	.....	44	393	954

Chandler	7	69	70	.....	248	199	18	3	.....	18	300	808
Chicoutimi	694	458	116	131	548	1,015	512	254	57	4	753	1,645
Dolbeau	176	33	5	1	424	226	49	44	.....	3	285	633
Drummondville	43	239	59	.....	1,113	942	312	170	5	39	1,257	2,266
Farnham	12	48	27	.....	422	214	30	9	.....	.....	512	543
Forestville	1	25	12	4	454	97	11	9	.....	.....	364	236
Gaspe	1	20	1	10	159	149	38	1	.....	.....	174	432
Granby	14	243	20	.....	768	744	295	201	31	12	850	1,177
Hull	96	188	73	34	1,119	1,082	173	104	9	11	1,344	1,873
Joliette	775	779	578	67	1,588	1,504	1,216	684	13	18	1,794	1,836
Jonquiere	126	360	89	22	969	1,187	821	243	7	110	1,072	1,645
Lachute	8	77	7	.....	278	258	82	55	15	.....	382	568
La Malbaie	116	45	9	.....	198	181	46	29	4	.....	210	446
LaTuque	1,273	928	201	360	411	341	118	127	9	10	416	502
Levis	164	256	125	2	871	1,023	277	181	11	12	1,224	2,133
Louiseville	13	34	15	2	216	139	35	6	1	2	245	427
Maniwaki	5	53	6	.....	97	137	56	45	.....	9	116	360
Matane	501	312	595	46	331	424	199	166	2	7	344	732
Megantic	19	225	6	.....	303	530	204	196	.....	.....	497	710
Mont-Laurier	8	114	4	.....	306	143	136	86	.....	4	254	390
Montmagny	17	126	12	1	562	427	144	100	2	22	623	924
Montreal	6,933	13,689	3,609	1	20,599	24,395	14,041	8,521	2,368	427	24,761	34,149
New Richmond	33	19	20	.....	288	224	62	27	3	33	275	690
Port Alfred	20	96	46	.....	304	213	105	52	.....	5	237	665
Quebec	967	1,676	613	1	5,590	5,065	2,555	1,081	340	35	5,594	8,778
Rimouski	36	177	36	1	549	429	148	94	.....	42	618	1,392
Riviere du Loup	16	156	14	.....	733	235	179	131	6	28	706	1,731
Roberval	295	88	64	54	206	347	275	43	.....	157	227	467
Rouyn	38	144	25	1	971	674	217	93	15	12	1,005	1,528
Ste. Agathe	28	98	19	4	227	264	105	48	15	3	289	566
Ste. Anne de Bellevue	14	130	15	8	221	305	135	90	13	2	303	594
Ste. Therese	55	117	40	1	453	595	133	91	8	13	653	1,064
St. Georges Est	614	929	342	.....	596	1,354	1,090	879	3	43	742	800
St. Hyacinthe	178	472	165	65	813	1,125	447	236	132	4	1,040	1,603
St. Jean	173	161	53	2	908	683	261	112	7	35	1,009	1,322
St. Jerome	66	134	64	5	611	898	148	96	8	1	948	1,262
St. Joseph d'Alma	158	599	249	109	686	741	414	324	2	.....	595	1,168
Sept Iles	33	567	36	146	111	574	403	337	41	.....	238	516
Shawinigan Falls	39	186	32	6	1,511	1,329	259	154	6	26	1,923	2,859
Sherbrooke	234	716	227	6	2,284	1,995	774	388	191	32	2,488	3,463
Sorel	63	99	23	7	844	464	145	73	2	13	922	1,392
Thetford Mines	35	140	22	5	616	431	163	120	3	13	576	864
Three Rivers	166	520	152	.....	1,937	1,831	827	386	78	69	2,180	3,412
Val d'Or	121	142	40	1	663	861	193	99	5	28	758	1,053
Valleyfield	74	130	44	1	1,267	903	314	118	10	23	1,234	1,307
Victoriaville	65	191	36	2	758	757	218	110	29	14	934	1,180
Ontario	**14,014**	**37,336**	**10,942**	**604**	**56,965**	**82,711**	**41,906**	**21,688**	**7,632**	**883**	**70,275**	**96,884**
Arnprior	19	155	23	7	116	174	176	138	6	1	107	192
Barrie	212	557	122	16	384	937	682	454	19	.....	509	686
Belleville	60	237	31	6	391	572	250	154	53	2	451	884
Bracebridge	92	138	52	.....	145	295	138	107	2	.....	277	623
Brampton	61	194	33	32	140	228	174	151	2	1	153	245
Brantford	82	298	87	.....	2,366	1,580	389	186	38	45	2,766	3,324

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES OCTOBER, 1953; LIVE APPLICATIONS AT DECEMBER 3, 1953

SOURCE: Dominion Bureau of Statistics

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at Dec. 3, 1953
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Con.												
Brockville	36	125	20	2	191	377	177	106	6	28	285	303
Carleton Place	7	38	3	.....	159	73	55	33	6	.....	146	265
Chatham	156	411	193	1	794	1,023	448	232	49	.....	1,085	1,595
Cobourg	33	245	26	1	173	400	302	208	26	5	316	386
Collingwood	39	117	25	8	220	273	112	92	5	1	284	387
Cornwall	55	465	46	2	1,967	1,467	527	347	72	31	1,369	1,608
Fort Erie	20	34	15	.....	236	157	42	25	.....	.....	254	353
Fort Frances	26	26	7	7	75	146	35	23	9	2	128	271
Fort William	191	583	87	70	513	1,076	492	392	56	28	738	1,276
Galt	97	300	168	8	413	555	243	149	14	2	464	727
Gananoque	7	79	12	.....	120	173	92	45	23	.....	162	222
Goderich	44	104	38	.....	139	188	69	57	6	.....	171	297
Guelph	170	313	125	2	424	683	454	212	45	1	499	790
Hamilton	571	2,135	436	1	4,883	5,958	2,611	1,106	779	6	5,667	8,562
Hawkesbury	19	62	20	2	208	226	64	39	3	1	251	513
Ingersoll	32	134	25	.....	122	338	159	115	15	.....	267	331
Kapuskasing	62	68	42	.....	152	403	88	69	.....	.....	358	733
Kenora	69	68	22	3	136	124	78	60	3	.....	158	427
Kingston	179	647	137	9	855	1,314	820	469	66	2	960	1,237
Kirkland Lake	52	188	46	.....	419	425	173	83	32	10	528	811
Kitchener—Waterloo	245	540	169	12	517	1,173	665	401	41	.....	825	1,246
Leamington	33	122	34	.....	369	1,018	176	38	55	1	567	636
Lindsay	58	80	46	1	267	328	84	23	17	2	378	571
Listowel	26	56	32	.....	108	105	55	35	2	.....	130	192
London	815	1,882	756	2	1,037	3,917	2,153	955	451	3	1,871	2,741
Midland	24	94	35	4	215	387	86	59	15	1	416	646
Napanee	10	10	9	.....	151	200	9	4	.....	1	248	537
New Toronto	280	734	136	88	745	1,435	916	511	.....	54	827	1,274
Niagara Falls	115	389	68	.....	579	1,163	412	287	37	.....	879	1,273
North Bay	58	505	32	.....	505	1,011	539	209	237	3	688	1,192
Oakville	413	258	329	7	111	415	465	192	12	31	221	522
Orillia	39	274	38	0	292	576	392	204	53	1	376	626
Oshawa	120	669	103	11	1,666	3,625	764	415	111	1	3,427	5,990
Ottawa	1,190	2,899	1,924	4	2,234	3,161	2,357	1,085	360	17	2,370	2,730
Owen Sound	102	220	76	.....	424	603	346	143	57	.....	561	952
Parry Sound	2	72	4	.....	68	163	64	34	18	.....	147	331
Pembroke	76	522	75	23	465	1,137	607	292	133	8	628	930
Perth	37	62	23	1	191	161	74	38	16	3	211	388
Peterborough	94	374	63	16	1,177	1,136	508	289	10	.....	1,302	1,599

Picton	12	76	13		62	205	88	52	14		148	317
Port Arthur	562	699	110	36	701	1,519	682	417	117	96	1,056	1,962
Port Colborne	33	134	20	2	281	279	149	100	8	1	296	563
Prescott	38	102	12	24	299	459	134	96		6	390	544
Renfrew	21	114	27	3	138	267	115	77	8	6	219	373
St. Catharines	143	702	93	6	1,341	1,964	882	440	137	3	1,688	3,989
St. Thomas	78	190	73		251	442	274	100	33		346	446
Sarnia	72	358	67	2	599	965	513	235	70		666	1,291
Sault Ste. Marie	168	431	112	7	626	903	558	297	73	1	724	1,757
Simcoe	26	164	29	1	279	610	256	99	22	2	558	712
Sioux Lookout	12	82	24	5	48	141	59	28	20		100	159
Smiths Falls	21	92	18		393	201	87	64	13		390	382
Stratford	47	161	19	1	308	461	267	85	64	6	399	578
Sturgeon Falls	5	187	8	3	471	363	204	164	14		444	784
Sudbur	178	942	132	1	679	1,977	1,066	750	59	2	1,059	1,983
Timmins	105	236	62		831	988	325	134	43	25	996	1,515
Toronto	5,752	12,325	3,854	55	12,940	21,016	13,224	6,264	3,484	402	13,879	17,641
Trenton	52	199	39	2	352	644	274	174	8	6	583	867
Walkerton	39	99	35		460	370	165	82	1	3	558	315
Wallaceburg	12	481	8		425	418	537	340	135	1	229	535
Welland	29	319	22	2	882	1,037	445	232	74		1,141	1,915
Weston	259	566	186	107	321	848	601	469		25	402	649
Windsor	149	998	125		7,149	5,346	1,292	600	252	6	9,110	5,785
Woodstock	73	196	61	1	267	409	187	123	25		269	398
Manitoba	**3,433**	**6,701**	**2,025**	**39**	**7,451**	**15,228**	**7,159**	**3,195**	**2,218**	**78**	**11,415**	**15,391**
Brandon	342	500	219	2	315	898	492	297	68		545	814
Dauphin	31	74	13		195	358	95	52	11	6	313	663
Flin Flon	104	109	63	19	151	318	101	58	31	1	291	261
Portage la Prairie	200	194	52	3	189	379	199	152	12		298	614
The Pas	32	43	11	6	32	58	23	15	5		49	123
Winnipeg	2,724	5,781	1,667	9	6,569	13,217	6,249	2,621	2,091	71	9,919	12,916
Saskatchewan	**2,098**	**4,599**	**1,158**	**39**	**2,324**	**7,825**	**4,845**	**2,876**	**943**	**74**	**4,035**	**6,653**
Estevan	51	186	28		42	211	262	145	5	28	52	133
Moose Jaw	173	500	143	5	275	751	470	299	31	3	391	736
North Battleford	124	100	50	2	134	199	108	80	3		215	578
Prince Albert	106	228	45	2	264	661	236	150	49		488	957
Regina	842	1,763	371	8	624	2,536	1,951	1,028	575	16	929	1,261
Saskatoon	447	1,201	251	1	707	2,553	1,241	750	242	25	1,462	1,750
Swift Current	92	207	93		92	260	220	187	7		105	294
Weyburn	97	125	64	10	44	177	94	78	2		87	205
Yorkton	166	289	113	11	142	477	263	159	29	2	306	739
Alberta	**3,262**	**8,626**	**2,003**	**138**	**6,305**	**15,357**	**10,120**	**5,405**	**1,894**	**165**	**8,870**	**13,642**
Blairmore	57	90	34	9	129	80	73	70			132	186
Calgary	1,083	3,220	454		2,619	6,185	4,252	2,197	784	76	3,185	4,630
Drumheller	51	209	63	46	97	197	149	139		2	133	140
Edmonton	1,319	3,884	975	22	2,477	6,481	4,375	2,155	1,055	63	3,982	6,194
Edson	60	130	49	17	184	285	132	109			97	176
Lethbridge	376	542	248	7	377	1,235	582	418	34	24	736	1,245
Medicine Hat	132	310	86	21	260	508	334	207	12		359	602
Red Deer	148	226	88	6	139	335	190	108	8		195	391
Yellowknife	36	15	6	10	23	51	3	2	1		51	78

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES OCTOBER, 1953; LIVE APPLICATIONS AT DECEMBER 3, 1953

SOURCE: Dominion Bureau of Statistics

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at Dec. 3, 1953
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**2,833**	**8,549**	**1,677**	**194**	**23,329**	**29,845**	**10,653**	**5,195**	**2,319**	**104**	**29,004**	**44,715**
Chilliwack	55	267	44	.....	410	671	286	212	57	1	532	990
Courtenay	48	98	11	3	530	428	132	83	27	.....	582	838
Cranbrook	31	72	15	.....	185	263	108	76	2	.....	280	626
Dawson Creek	24	143	9	.....	50	184	160	147	.....	.....	77	208
Duncan	68	269	38	22	414	509	287	195	20	.....	297	351
Kamloops	153	253	85	2	189	443	256	243	3	5	269	566
Kelowna	21	143	13	.....	136	315	126	106	3	4	258	915
Mission City	41	235	20	3	310	634	250	247	.....	.....	405	915
Nanaimo	40	126	19	2	1,429	514	153	101	12	18	758	1,082
Nelson	38	77	15	.....	303	490	88	68	6	.....	549	1,055
New Westminster	148	1,257	92	14	2,923	4,015	1,589	434	791	49	3,700	4,876
Penticton	30	217	7	.....	169	405	254	207	17	1	261	920
Port Alberni	68	161	39	.....	262	346	181	128	16	.....	270	413
Prince George	55	146	46	1	828	1,117	263	101	10	4	1,298	1,915
Prince Rupert	52	176	12	1	436	725	213	81	96	.....	723	1,071
Princeton	5	26	5	1	52	61	31	25	.....	.....	65	156
Trail	21	120	22	.....	310	589	135	81	10	.....	546	935
Vancouver	1,431	3,584	838	115	12,009	14,886	4,494	1,985	826	13	15,180	22,828
Vernon	41	86	18	9	197	476	101	68	7	.....	434	1,115
Victoria	310	938	207	.....	2,111	2,518	1,389	485	416	9	2,398	2,712
Whitehorse	153	155	122	21	76	256	147	122	.....	.....	122	228
Canada	**43,314**	**99,837**	**28,908**	**2,694**	**175,877**	**230,928**	**111,251**	**59,303**	**19,848**	**3,353**	**216,587**	**315,607**
Males	25,373	65,533	15,933	2,559	120,778	162,224	71,334	41,812	11,018	3,174	152,465	241,094
Females	17,941	34,304	12,975	135	55,099	68,704	39,917	17,491	8,830	179	64,122	74,513

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1943—1953

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,934	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (10 months)	1,509,442	610,300	2,119,742	583,436	284,100	867,536

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of October, 1953			
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
Newfoundland	1,834	728	45,733	(189)	150,066
Prince Edward Island	719	201	12,411	(70)	34,830
Nova Scotia	7,814	3,393	167,047	(2,201)	534,044
New Brunswick	6,671	2,372	113,478	(1,418)	359,160
Quebec	37,997	23,488	890,623	(11,988)	2,594,917
Ontario	40,596	22,924	784,607	(11,050)	2,430,385
Manitoba	4,662	2,408	101,627	(1,696)	287,461
Saskatchewan	1,160	516	26,320	(530)	74,461
Alberta	3,206	1,763	72,456	(1,014)	222,772
British Columbia	14,071	8,187	291,952	(4,224)	915,571
Total, Canada, Oct., 1953	118,730	65,980	2,506,254	(34,380)	7,603,667
Total, Canada, Sept., 1953	92,535	55,802	2,230,702	(22,827)	6,739,427
Total, Canada, Oct., 1952	79,406	50,848	1,932,994	(—)	5,710,740

* Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT OCTOBER 31, 1953, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES (*) INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register								October 31, 1952 Total
	Total		6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over	
Newfoundland	3,147	(9)	974	251	492	559	386	485	1,880
Male	2,881	(8)	932	241	462	510	336	400	1,737
Female	266	(1)	42	10	30	49	50	85	142
Prince Edward Island	837	(1)	251	85	107	141	69	184	480
Male	621	(1)	200	69	79	112	50	111	335
Female	216	(—)	51	16	28	29	19	73	145
Nova Scotia	9,782	(51)	2,440	1,119	1,414	1,741	1,039	2,029	6,558
Male	8,534	(43)	2,180	1,028	1,213	1,497	902	1,714	5,561
Female	1,248	(8)	260	91	201	244	137	315	997
New Brunswick	8,227	(52)	2,383	1,040	1,388	1,345	832	1,239	6,347
Male	6,926	(41)	2,089	884	1,189	1,128	699	937	5,178
Female	1,301	(11)	294	156	199	217	133	302	1,169
Quebec	50,527	(578)	13,938	5,939	7,681	8,789	4,945	9,235	36,163
Male	34,998	(339)	10,505	4,282	5,577	6,011	3,149	5,474	24,344
Female	15,529	(239)	3,433	1,657	2,104	2,778	1,796	3,761	11,819
Ontario	46,590	(412)	14,616	4,845	7,361	7,507	4,075	8,186	34,458
Male	34,679	(282)	11,569	3,806	5,658	5,291	2,792	5,563	24,061
Female	11,911	(130)	3,047	1,039	1,703	2,216	1,283	2,623	10,397
Manitoba	6,672	(47)	2,420	638	795	901	519	1,399	5,194
Male	4,184	(31)	1,693	439	451	465	266	870	3,221
Female	2,488	(16)	727	199	344	436	253	529	1,973
Saskatchewan	1,852	(19)	597	193	264	278	159	361	1,397
Male	1,200	(15)	447	128	170	141	80	234	848
Female	652	(4)	150	65	94	137	79	127	549
Alberta	4,851	(31)	1,967	481	594	645	344	820	2,859
Male	3,351	(31)	1,492	318	378	364	220	579	1,887
Female	1,500	(—)	475	163	216	281	124	241	972
British Columbia	21,119	(145)	7,342	2,139	3,914	3,129	1,428	3,167	16,203
Male	16,277	(109)	6,057	1,727	3,130	2,263	931	2,169	11,840
Female	4,842	(36)	1,285	412	784	866	497	998	4,363
TOTAL	153,604	(1,345)	46,928	16,730	24,010	25,035	13,796	27,105	111,539
MALE	113,651	(900)	37,164	12,922	18,307	17,782	9,425	18,051	79,012
FEMALE	39,953	(445)	9,764	3,808	5,703	7,253	4,371	9,054	32,527

* These data are shown in brackets and include short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, OCTOBER, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,907	1,452	455	1,440	1,019	421	840
Prince Edward Island	466	320	146	364	286	78	152
Nova Scotia	6,500	4,000	2,500	5,900	4,750	1,150	1,878
New Brunswick	5,242	3,222	2,020	4,854	3,959	895	1,208
Quebec	37,819	23,326	14,493	34,539	27,780	6,759	10,119
Ontario	44,751	25,359	19,392	42,451	36,038	6,413	9,260
Manitoba	4,827	3,084	1,743	4,401	3,295	1,106	810
Saskatchewan	1,259	885	374	1,060	732	328	344
Alberta	4,009	2,887	1,122	3,250	2,398	852	1,311
British Columbia	16,397	9,591	6,806	15,212	11,636	3,576	4,228
Total Canada, October, 1953	123,177*	74,126	49,051	113,471*	91,893	21,578	30,150
Total Canada, September, 1953	85,623	49,778	35,845	84,185	64,981	19,204	20,444
Total Canada, October, 1952	87,957	51,333	36,624	83,418	65,409	18,009	19,794

* In addition, revised claims received numbered 12,009. † In addition, 11,976 revised claims were disposed of. Of these, 950 were special requests not granted, and 847 were appeals by claimants. There were 1,417 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of October, 1953	Month of September 1953	Month of October, 1952
Benefit year not established	10,547	7,443	7,725
Claimants Disqualified*			
Not unemployed	2,912	4,640	2,714
Not capable of and not available for work	1,552	1,505	1,729
Loss of work due to labour dispute	497	446	1,124
Refused offer of work and neglected opportunity to work	739	858	1,329
Discharged for misconduct	613	738	633
Voluntarily left employment without just cause	5,317	4,891	4,913
Failure to fulfil additional conditions imposed upon certain married women	1,317	1,169	1,116
Other reasons†	1,963	1,811	1,135
Total	25,457	23,501	22,418

* Data for October, 1953, include 3,879 on revised claims.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5. ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953—September	3,215,000	3,103,700	111,300
August	3,190,000	3,079,100	110,900
July	3,185,000	3,065,200	119,800
June	3,153,000	3,009,900	143,100
May	3,166,000	2,950,800	215,200
April	3,278,000	2,917,090	360,100†
March	3,280,000	2,916,800	363,200†
February	3,283,000	2,928,300	354,700†
January	3,286,000	3,007,400	278,600†
1952—December	3,241,000	3,079,100	161,900
November	3,186,000	3,074,500	111,500
October	3,171,000	3,078,400	92,600
September	3,151,000	3,049,000	102,000

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
†Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO NOVEMBER 30, 1953

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
TO 1948	441,772,355 96	87,948,417 69	15,449 49	35,485,221 38	565,221,444 52	117,486,505 31	.....	117,486,505 31	447,734,939 21
1949	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
1953	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	128,814,174 79	7,007,063 82	135,821,238 61	851,585,164 66
TO 1953	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	569,135,255 70	851,585,164 66
April	13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	19,182,442 11	850,304,754 92
May	13,369,793 82	2,676,051 96	625 00	2,065,494 36	18,111,965 14	12,188,755 09	196,987 95	12,385,743 04	856,030,977 02
June	12,418,746 38	2,484,024 75	3,195 50	2,022,231 63	16,928,198 26	8,398,564 65	cr. 7,868 25	8,390,696 40	864,568,478 88
July	13,194,627 63	2,636,424 22	5,064 82	2,119,370 11	17,955,486 78	7,139,851 79	8,205 64	7,148,057 43	875,375,908 23
August	13,905,701 60	2,780,380 97	3,593 10	2,157,977 61	18,847,653 28	6,400,262 22	1,917 80	6,402,180 02	887,821,381 49
September	13,402,103 70	2,685,145 23	3,009 80	2,133,540 21	18,223,793 94	6,729,953 93	402 50	6,730,356 43	899,314,824 00
October	13,498,551 90	2,696,174 86	4,530 50	2,238,467 95	18,437,725 21	7,592,476 56	cr. 6,472 50	7,586,004 06	910,166,545 15
November	*14,022,355 04	2,803,687 10	2,810 14	2,250,384 31	19,079,236 59	10,162,162 15	cr. 626 90	10,161,535 25	919,084,246 49
SUB-TOTAL	107,059,352 42	21,411,868 59	25,015 15	16,989,860 41	145,486,096 57	74,993,158 76	2,993,855 98	77,987,014 74	919,084,246 49
TOTAL	1,189,662,386 66	+239,765,743 15	170,641 58	136,607,745 54	1,566,206,516 93	624,768,506 69	22,353,763 75	647,122,270 44	919,084,246 49

* Stamps $6,603,820.15 Meter $1,828,424 32 Bulk $5,393,777.64 D.V.A. $196,332.93 Total $14,022,355.04
\+ Government Refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date $1,827,834.25.

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO DECEMBER 1953

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	115·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	114·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·9
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2
April	114·6	110·9	122·7	109·7	116·9	115·0
May	114·4	110·1	122·9	110·1	116·6	115·1
June	114·9	111·4	123·6	110·1	116·6	115·1
July	115·4	112·7	123·9	110·3	117·0	115·2
August	115·7	112·8	124·1	110·4	117·2	115·8
September	116·2	114·0	124·2	110·4	117·4	115·9
October	116·7	115·5	124·5	110·3	117·5	116·0
November	116·2	113·4	125·0	110·3	117·4	116·3
December	115·8	112·1	125·2	110·2	117·4	116·3

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TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER, 1953

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Nov. 2 1952	Oct. 1 1953	Nov. 2 1953					
St. John's Nfld. (1)	102·5	102·8	103·1	102·3	107·3	102·1	104·3	101·5
Halifax	113·6	114·0	113·6	107·0	118·7	116·9	118·9	115·5
Saint John	115·2	116·1	115·9	111·8	116·9	119·9	117·2	119·3
Montreal	115·7	117·4	117·0	115·8	131·4	111·0	116·2	115·4
Ottawa	114·7	116·4	116·0	113·0	124·9	113·6	115·6	117·4
Toronto	116·0	118·4	117·8	111·6	136·5	112·9	117·5	117·4
Winnipeg	114·1	115·0	115·2	112·3	120·8	116·5	113·4	116·3
Saskatoon—Regina	112·1	114·3	113·7	112·1	111·6	116·3	117·7	111·7
Edmonton—Calgary	113·3	115·3	114·9	111·9	118·5	114·3	115·1	117·6
Vancouver	115·8	116·7	116·5	112·6	123·2	112·6	123·3	117·4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as betweeen cities.

(1) St. John's Index on the base—June, 1951 = 100.

TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

BASE (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Year 1950	Nov. 1950	Year 1951	Nov. 1951	Year 1952	Nov. 1952	Oct. 1953	Nov. 1953	Price Nov. 1953
Beef, sirloin steak	lb.	47·4	61·0	117·6	120·9	143·5	150·7	132·7	114·6	112·2	105·8	74·5
Beef, round steak	lb.	44·1	59·1	117·3	120·0	142·9	150·4	133·3	113·8	110·0	104·1	69·8
Beef, blade	lb.	43·7	52·7	118·8	128·3	151·3	159·0	133·5	114·8	100·3	97·8	47·3
Beef, stewing boneless	lb.	41·0	48·5	119·6	129·5	155·3	164·9	142·6	122·9	109·4	105·5	49·2
Lamb, leg roast	lb.	42·2	60·3	112·0	108·1	130·1	132·8	126·7	103·6	104·7	100·8	72·6
Pork, fresh loin centre-cut	lb.	53·3	61·2	99·3	103·5	114·8	120·3	99·0	102·3	121·6	116·7	74·5
Pork, fresh shoulder, hock off	lb.	50·2	54·2	100·0	105·6	117·9	110·8	101·7	100·6	111·8	106·8	51·8
Bacon, side, fancy, sliced, rind off	½ lb.	56·2	61·2	94·1	91·7	95·4	101·7	78·4	76·7	127·2	128·1	54·3
Lard, pure, package	lb.	66·7	73·6	95·3	114·1	121·1	119·5	72·5	67·7	115·5	116·3	27·3
Shortening, package	lb.	57·4	58·6	96·3	102·5	112·4	110·0	92·3	87·7	88·6	88·6	28·6
Eggs, grade "A" large, carton	doz.	77·3	91·1	91·8	115·2	116·5	127·8	96·0	123·2	134·3	110·2	67·8
Milk	qt.	67·3	57·8	102·9	107·2	110·0	114·0	118·4	118·5	118·5	118·5	21·1
Butter, creamery, prints	lb.	58·2	61·4	93·4	93·0	104·9	105·7	102·4	102·5	100·8	101·8	65·8
Cheese, plain, processed, ½ lb.	pkg.	78·2	72·6	99·1	100·9	111·1	115·1	115·9	113·7	111·7	109·6	32·0
Bread, plain, white, wrapped, sliced	lb.	66·7	66·7	104·6	109·4	115·5	119·7	119·3	117·7	124·8	125·8	12·4
Flour, all purpose	lb.	58·4	56·8	104·8	104·7	106·9	107·6	105·9	104·7	111·9	113·3	7·9
Corn Flakes, 8 oz.	pkg.	61·6	60·9	102·0	106·4	113·8	119·7	122·4	123·2	123·2	123·2	17·4
Tomatoes, canned 2½'s	tin	64·3	67·2	88·0	92·6	115·0	130·8	143·6	132·6	116·6	111·7	22·4
Peas, 20 oz.	tin	77·9	82·4	99·3	99·9	107·2	112·7	116·9	119·5	120·1	120·1	21·1
Corn, cream, choice, 20 oz	tin	68·5	70·7	91·7	91·7	95·9	99·1	103·2	103·1	94·7	93·6	17·9
Onions, cooking	lb.	68·9	83·8	104·7	75·6	99·4	101·6	158·6	123·6	92·4	86·9	6·4
Potatoes, No. 1, table	10 lbs.	58·1	94·1	95·4	76·0	99·9	124·3	196·9	160·5	89·3	86·7	30·2
Raisins, seedless, bulk or in bag	lb.	80·0	84·6	103·8	106·4	127·5	141·7	138·9	134·9	136·0	136·0	24·0
Oranges, California	doz.	89·2	107·7	113·0	113·5	109·6	108·4	105·3	110·8	93·7	91·2	32·1
Jam, Strawberry, 16 oz.	jar	74·9	76·7	104·4	110·9	114·0	115·4	110·6	106·5	105·6	106·1	24·6
Peaches, 15 oz.	tin	69·9	73·5	98·1	99·3	105·5	106·0	104·4	101·6	96·8	96·8	20·0
Sugar, granulated, bulk or in bag	lb.	87·5	87·5	114·4	125·6	129·8	133·0	121·0	112·7	106·2	105·1	9·7
Coffee, medium quality, in bag	lb.	72·7	66·4	144·8	158·4	163·2	165·2	163·0	161·4	166·8	167·3	104·1
Tea, black, ½ lb.	pkg.	84·3	75·7	101·6	102·5	104·2	105·1	104·9	104·3	97·3	97·8	47·9

* Description and Units of Sale apply to November, 1953 Prices.

N.B.—The above price averages and price relatives on the base 1949=100 pertain to chain and independent stores, while previously published price averages and price relatives on the base August 1939=100 pertain to independent stores only. The above figures are not strictly comparable to those published in this table, prior to the December issue of the Labour Gazette.

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TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	103·0	.....	[a] 68·8	[a] 50·9	63·7	82·2	74·3	[e] 54·6	60·2
P.E.I.—									
2—Charlottetown	67·5	64·0	[a] 50·8	[a] 43·6	41·2	71·4	60·8	46·8	47·8
Nova Scotia—									
3—Halifax	79·2	69·2	[a] 45·0	46·5	42·8	74·7	[c] 54·3	59·4	56·5
4—Sydney	69·7	63·7	[a] 45·8	51·1	46·1	72·0	55·7	53·2	49·9
New Brunswick—									
5—Moncton	70·1	62·4	47·7	42·7	38·6	76·2	54·8	57·3	54·0
6—Saint John	77·2	70·4	[a] 49·6	49·2	44·6	77·1	56·2	57·5	49·9
Quebec—									
7—Chicoutimi	92·5	89·4	60·2	48·4	46·3	72·3	66·0	46·8	49·2
8—Hull	68·2	68·8	45·8	48·1	39·9	74·1	53·7	50·6	54·8
9—Montreal	86·2	80·6	[a] 47·6	51·6	41·3	72·2	55·1	54·8	59·8
10—Quebec	79·9	73·9	[a] 40·6	41·0	45·1	64·7	53·0	48·1	55·5
11—Sherbrooke	81·4	75·7	[a] 51·6	53·3	38·7	72·8	56·0	51·8	45·5
12—Sorel	82·4	76·0	[a] 53·3	44·0	44·7	69·3	49·4	51·7	59·5
13—Three Rivers	89·1	78·5	41·6	41·7	39·5	69·1	53·9	52·6	60·2
Ontario—									
14—Brantford	72·0	69·2	55·1	51·6	40·7	76·7	53·0	57·3	51·8
15—Cornwall	74·0	71·2	[a] 44·1	47·5	38·0	71·5	52·8	53·6	57·3
16—Fort William	68·9	67·4	[a] 47·8	51·3	41·1	69·0	49·7	53·1	58·5
17—Hamilton	77·1	71·7	50·5	52·2	42·9	79·5	47·7	57·1	53·5
18—Kirkland Lake	73·3	68·5	[a] 47·8	47·5	39·7	76·2	[d] 59·8	57·4	58·7
19—London	74·2	71·7	47·1	49·3	42·0	74·8	51·1	56·8	54·5
20—North Bay	67·5	64·0	47·4	46·3	40·9	73·1	47·0	54·9	54·0
21—Oshawa	67·7	68·3	44·1	45·8	40·8	74·0	44·5	54·3	48·5
22—Ottawa	69·9	65·3	44·8	48·8	35·7	75·9	49·8	54·6	55·5
23—Sault Ste. Marie	67·7	65·4	[a] 45·7	53·5	49·5	76·8	61·7	55·5	57·0
24—Sudbury	67·2	66·2	[a] 49·1	50·4	40·1	67·7	[d] 55·0	52·4	50·8
25—Toronto	76·4	73·1	[a] 52·8	48·8	42·1	75·9	45·4	55·6	48·7
26—Windsor	68·6	65·2	[a] 46·1	52·9	41·5	76·6	[d] 52·0	56·2	55·9
Manitoba—									
27—Winnipeg	71·1	66·2	51·4	49·1	43·5	68·7	[d] 57·1	52·8	51·9
Saskatchewan—									
28—Regina	73·3	68·2	[a] 50·6	51·6	41·6	68·6	55·3	51·2	53·3
29—Saskatoon	71·9	70·4	[a] 51·3	57·7	44·8	66·0	[d] 57·2	49·3	50·7
Alberta—									
30—Calgary	71·6	66·4	57·8	53·1	39·3	67·7	[d] 58·4	48·3	52·9
31—Edmonton	68·6	64·5	[a] 42·8	48·5	41·0	61·2	47·1	47·9	45·2
British Columbia—									
32—Prince Rupert	82·5	75·0	[d] 57·5	58·3	46·7	70·0	61·3	50·6	63·7
33—Trail	83·2	76·0	[d] 55·8	62·7	.....	72·0	62·7	47·5	63·3
34—Vancouver	87·2	76·3	57·1	56·1	47·1	77·0	[d] 61·8	52·5	54·8
35—Victoria	89·0	79·4	57·8	56·6	51·6	77·8	56·6	51·9	54·2

FOODS AND COAL BY CITIES, NOVEMBER, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	.....	8·8	12·7	20·7	11·0	59·2	[f] 98·2	[h] 32·0	75·4
P.E.I.—									
2—Charlottetown	67·0	8·9	14·4	19·2	10·2	52·4	[g] 65·8	17·0	67·7
Nova Scotia—									
3—Halifax	66·3	8·7	12·8	18·4	9·4	50·2	[g] 68·0	20·5	67·3
4—Sydney	62·2	9·2	14·0	19·4	10·4	49·8	[g] 84·2	22·0	68·8
New Brunswick—									
5—Moncton	61·0	9·1	15·6	18·5	9·9	51·9	[g] 76·7	20·0	66·4
6—Saint John	68·5	8·8	13·3	18·9	9·9	49·1	[g] 75·6	21·0	68·6
Quebec—									
7—Chicoutimi	86·7	8·3	16·0	19·3	10·1	55·9	84·0	20·0	63·2
8—Hull	.....	8·0	12·7	17·5	9·7	48·3	70·5	22·0	64·3
9—Montreal	77·6	8·0	12·7	17·3	9·2	50·3	69·2	20·0	64·3
10—Quebec	76·2	7·9	12·5	17·9	9·4	50·9	76·4	20·0	64·7
11—Sherbrooke	76·0	8·0	13·1	17·4	9·2	51·3	[g] 79·1	20·0	63·0
12—Sorel	89·3	7·8	12·7	17·8	9·4	46·9	[g] 71·7	19·0	63·0
13—Three Rivers	.....	7·8	11·7	17·4	9·9	50·7	70·1	19·0	62·7
Ontario—									
14—Brantford	73·2	8·0	12·7	17·5	9·7	44·4	[g] 63·4	21·0	65·2
15—Cornwall	.....	7·9	12·7	18·3	10·0	47·5	[g] 73·2	20·0	64·5
16—Fort William	74·3	8·0	14·0	19·0	10·4	52·8	[g] 68·4	23·0	66·3
17—Hamilton	76·5	8·3	12·7	17·6	9·9	46·3	[g] 67·8	22·0	66·5
18—Kirkland Lake	.....	8·5	12·0	18·7	10·8	51·8	71·8	25·0	68·3
19—London	76·4	8·1	12·7	17·5	9·8	45·8	[g] 60·2	21·0	66·5
20—North Bay	75·5	8·3	13·0	19·4	11·2	49·2	[g] 77·0	22·0	67·7
21—Oshawa	.....	7·9	12·7	17·5	9·6	45·8	[g] 62·7	[*] 21·0	66·1
22—Ottawa	69·2	8·2	12·7	17·5	9·7	49·2	78·7	21·6	66·5
23—Sault Ste. Marie	.....	8·5	13·3	19·3	10·7	49·3	75·2	23·0	66·7
24—Sudbury	71·0	8·5	13·3	18·4	11·0	49·4	73·3	23·0	67·6
25—Toronto	68·3	8·0	12·7	17·3	9·3	44·3	[g] 63·8	22·0	66·4
26—Windsor	68·8	8·4	12·7	17·8	9·9	49·1	68·2	22·0	67·0
Manitoba—									
27—Winnipeg	72·2	7·7	15·0	17·7	11·5	[t] 69·7	[g] 63·8	21·0	65·6
Saskatchewan—									
28—Regina	74·0	8·1	14·4	18·5	12·7	[t] 65·6	62·6	20·0	64·3
29—Saskatoon	68·7	7·9	13·6	17·7	13·9	[t] 62·7	[g] 60·6	20·5	65·0
Alberta—									
30—Calgary	75·8	7·7	14·4	18·2	11·7	[t] 60·4	[g] 66·2	21·0	66·3
31—Edmonton	68·4	7·9	14·4	17·9	11·7	[t] 64·1	[g] 72·6	20·0	67·7
British Columbia—									
32—Prince Rupert	86·7	8·8	15·0	18·6	11·0	[t] 63·2	84·4	31·0	69·7
33—Trail	93·8	7·9	17·0	18·3	11·7	[t] 63·0	[g] 87·2	25·0	67·0
34—Vancouver	75·8	7·9	16·0	17·7	9·6	[t] 57·0	[g] 74·4	21·6	68·3
35—Victoria	82·4	8·0	16·0	18·0	9·8	[t] 58·2	[g] 79·2	24·0	69·2

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	35·1	32·7	.....	34·4	.....	19·4	49·2 s	30·3	25·7	23·1
P.E.I.—										
2—Charlottetown	36·4	.....	28·2	31·1	28·4	19·8	20·1	28·5	22·7	21·5
Nova Scotia—										
3—Halifax	35·0	39·5	28·4	29·6	24·9	18·4	21·0	25·6	23·9	19·7
4—Sydney	36·2	38·1	30·4	29·5	25·8	20·8	23·1	25·8	22·8	20·1
New Brunswick—										
5—Moncton	34·7	38·3	28·9	30·0	25·9	18·5	22·2	23·6	23·7	19·5
6—Saint John	35·7	39·1	29·8	29·9	25·6	18·0	20·8	22·2	23·6	19·0
Quebec—										
7—Chicoutimi	36·1	.....	25·1	34·4	27·1	18·7	24·0	23·0	23·0	19·8
8—Hull	32·5	.....	26·2	28·9	24·8	17·3	20·2	19·8	20·6	17·0
9—Montreal	32·3	.....	27·7	30·4	25·6	17·5	19·7	18·9	21·4	18·8
10—Quebec	34·1	.....	28·7	30·1	26·1	18·1	20·4	21·4	21·1	17·8
11—Sherbrooke	34·2	.....	25·0	30·6	24·7	18·1	20·2	19·7	20·8	19·6
12—Sorel	33·2	.....	27·6	29·4	25·9	17·4	21·8	19·0	19·6	17·2
13—Three Rivers	33·8	.....	25·2	28·8	25·3	18·4	22·3	18·7	21·1	20·1
Ontario—										
14—Brantford	32·3	39·5	27·2	29·1	24·6	17·9	20·5	23·8	21·3	17·3
15—Cornwall	33·4	38·0	27·7	28·5	25·2	17·2	19·9	21·2	19·3	18·6
16—Fort William	34·0	39·7	29·0	29·9	24·5	20·2	20·6	23·1	22·3	19·3
17—Hamilton	32·8	39·2	28·2	29·5	24·4	18·1	20·0	23·1	21·8	16·8
18—Kirkland Lake	32·2	38·8	30·4	30·6	26·0	19·2	22·1	21·5	.....	19·3
19—London	32·4	38·7	29·8	28·8	25·5	18·3	19·6	24·0	21·3	16·8
20—North Bay	34·2	39·8	30·5	29·7	31·2	18·9	.....	23·3	22·7	18·2
21—Oshawa	32·6	39·9	28·6	28·9	.....	17·7	20·0	22·0	20·8	16·8
22—Ottawa	33·2	39·4	27·5	29·4	24·8	17·7	21·3	21·0	22·3	16·8
23—Sault Ste. Marie	34·5	39·9	30·3	30·1	26·3	17·4	.....	23·8	22·5	17·8
24—Sudbury	33·8	38·2	27·2	29·0	25·8	18·8	.....	21·3	22·5	17·2
25—Toronto	32·5	39·6	29·0	29·6	23·6	17·7	20·0	22·8	20·8	16·5
26—Windsor	33·3	39·5	29·2	29·8	25·4	19·9	21·3	22·1	m 16·8	17·6
Manitoba—										
27—Winnipeg	34·1	41·1	27·3	28·6	24·7	19·1	21·9	25·0	m 18·2	19·2
Saskatchewan—										
28—Regina	34·9	40·9	25·4	31·2	25·6	19·9	22·9	26·9	22·6	20·9
29—Saskatoon	34·1	40·0	24·0	29·1	24·8	19·7	23·0	25·8	22·9	20·4
Alberta—										
30—Calgary	33·2	40·8	23·6	30·4	24·6	19·2	21·9	28·1	21·6	21·0
31—Edmonton	34·2	41·7	24·0	31·8	24·6	19·3	21·5	28·2	22·3	22·1
British Columbia—										
32—Prince Rupert	36·9	40·4	25·6	33·0	25·8	22·0	24·2	30·2	m 20·8	m 19·3
33—Trail	36·2	39·9	27·5	31·8	.....	22·0	24·5	30·4	m 20·6	m 20·7
34—Vancouver	34·8	40·0	26·6	28·4	23·8	18·0	22·1	28·1	m 15·7	m 15·6
35—Victoria	35·1	39·6	28·2	29·9	23·2	18·4	20·3	28·6	m 18·4	m 17·2

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, NOVEMBER, 1953

Bureau of Statistics

Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ¼ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—										
1—St. John's	43·2	33·2	44·7	9·7	34·8	26·2 k	62·0 w	125·1 v	.....	22.75
P.E.I.—										
2—Charlottetown	37·8	23·3	23·7	8·2	28·3	27·9 n	48·9	115·3 v	.....	17.62
Nova Scotia—										
3—Halifax	33·6	21·3	26·9	5·6	28·2	22·9	48·1	114·3	.....	19.50
4—Sydney	35·7	25·5	25·8	5·9	29·6	25·6 n	47·9	120·2 v	.....	13.60
New Brunswick—										
5—Moncton	33·9	22·1	23·8	6·5	29·3	25·7 n	48·3	111·6	.....	18.75
6—Saint John	35·1	21·7	21·1	6·9	29·9	27·2	49·5	116·4 v	.....	19.69
Quebec—										
7—Chicoutimi	33·9	18·6	31·1	10·0	31·7	27·6 n	55·5	112·0 v	30.00	.....
8—Hull	29·1	19·0	27·1	9·2	27·8	25·3 n	52·8	110·8	27.50	.....
9—Montreal	33·0	17·8	25·4	9·0	29·3	24·7 n	48·7	109·6	27.57	.....
10—Quebec	32·7	18·1	25·1	8·4	28·6	27·1 n	50·5	111·2	29.19	.....
11—Sherbrooke	33·3	17·8	24·3	7·8	29·6	25·3 n	53·4	110·6	27.75	.....
12—Sorel	36·6	18·3	27·3	9·1	27·3	23·8 n	53·0	110·4	26.75	.....
13—Three Rivers	32·4	18·4	24·8	8·1	27·7	25·6 n	54·0	111·8 v	27.00	.....
Ontario—										
14—Brantford	31·8	18·7	29·9	5·3	29·8	23·2	51·7	107·0	26.95	.....
15—Cornwall	31·5	18·8	28·0	7·5	29·2	24·0 n	52·0	108·3	29.75	.....
16—Fort William	35·1	19·8	36·0	6·2	26·7	25·9 n	50·8	106·6	26.62	.....
17—Hamilton	32·7	19·2	31·7	6·1	28·9	23·9	49·5	107·2	26.19	.....
18—Kirkland Lake	34·8	19·6	36·0	7·7	26·5	25·4	54·8	102·5	33.00	.....
19—London	31·8	19·1	30·1	6·9	28·5	22·8	49·1	106·4	27.00	.....
20—North Bay	31·8	20·3	32·3	6·2	.....	23·2 k	52·7	116·4	29.75	.....
21—Oshawa	30·9	19·4	28·2	5·5	27·3	23·1 n	55·0	105·1	28.00	.....
22—Ottawa	29·4	18·9	28·4	8·0	28·7	25·4 n	50·4	107·8	27.50	.....
23—Sault Ste. Marie	33·0	20·0	36·6	8·2	29·6	23·5 n	54·9	107·1	27.25	.....
24—Sudbury	34·2	19·2	31·8	6·1	26·5	24·6 k	50·6	101·8	29.70	.....
25—Toronto	27·0	19·0	28·9	5·8	28·1	24·7 n	48·5	104·4	24.57	.....
26—Windsor	32·4	18·9	27·6	6·5	31·5	24·4 n	49·0	107·0	26.00	.....
Manitoba—										
27—Winnipeg	36·6	19·9	24·9	5·7	28·1	26·7 n	47·3	104·1	.....	21.15
Saskatchewan—										
28—Regina	35·7	22·2	40·7	9·2	29·1	27·2	48·4	106·4	.....	18.30
29—Saskatoon	38·4	22·1	46·5	10·5	30·9	27·0	47·5	104·1	.....	17.98
Alberta—										
30—Calgary	33·9	23·6	41·8	7·9	29·2	25·5 n	47·9	104·5	.....	.....
31—Edmonton	37·2	23·3	46·8	9·3	29·8	25·8 n	48·4	107·4	.....	8·58
British Columbia—										
32—Prince Rupert	38·7	25·1	43·1	8·6	28·4	27·0 n	50·4	105·9	.....	22.90
33—Trail	30·6	25·0	44·5	8·7	29·0	26·5 n	50·5	100·5	.....	19.75
34—Vancouver	30·9	19·9	37·7	7·8	25·7	23·4 n	47·1	100·6	.....	21.02
35—Victoria	30·6	20·4	39·0	7·7	27·6	24·1 n	46·4	103·4	.....	22.25

carton and loose. (h) Evaporated milk, 17·0 ¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. * Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living Commonwealth Statistician	Retail Price Index Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947–49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June–Aug. 1939	1938	1936-39 =1000	1st quarter 1949 = 1000
	(a)	(b)		(b)					(c)			(d)	(d/)
1933	58·8	55·3	.....	(i) 140	(h) 151	.....	.....	.....	(e) 131	99	93·2	.....	600
1939	63·2	59·4	100·0	(i) 158	(h) 178	(m)108	.....	107·5	(e) 138	(k) 103	99·9	1029	748
1940	65·7	59·9	100·7	(i) 184	(h) 205	(m)129	.....	122·5	(e) 151	113	103·4	1051	782
1941	69·6	62·9	104·4	(i) 199	(h) 226	(m)150	.....	141·7	(e) 174	138	108·2	1111	810
1944	74·6	75·2	199·1	(i) 201	(h) 295	(m)285	.....	158·2	(e) 207	279	128·8	1270	872
1945	75·0	76·9	213·5	(i) 203	(h) 295	(m)393	.....	157·5	(e) 209	293	132·2	1270	884
1946	77·5	83·4	266·7	(i) 203	(h) 291	(m)645	.....	160·3	(e) 208	287	134·1	1278	891
1947	84·8	95·5	300·3	(i) 203	.....	(m)1030	4575	162·1	(e) 217	279	139·7	1309	919
1948	97·0	102·8	318·9	(j) 108	(l) 99	(m)1632	4847	172·4	(e) 224	281	147·8	1392	992
1949	100·0	101·8	336·0	(j) 111	(l) 100	(m)1818	4915	175·9	(e) 222	278	153·2	1528	1009
1950	102·9	102·8	356·2	(j) 114	(l) 101	(m)1945	4849	177·7	159·1	293	159·3	1669	1066
1951	113·7	111·0	401·0	(j) 124	(l) 109	130·1	5320	207·5	166·7	319	171·0	1906	1183
1952	116·5	113·5	455·7	102·6	(l) 118	145·4	5546	223·0	171·0	317	185·8	2337	1275
1952 March	116·9	112·4	448·8	100·6	.....	148·1	5475	220·3	170·8	326	182·1	2366	1253
April	116·8	112·9	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	115·9	113·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	116·0	113·4	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	116·1	114·1	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	116·0	114·3	466·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	116·1	114·1	464·1	103·0	.....	145·7	5615	224·9	171·6	316	190·3	2524	1284
October	116·0	114·2	465·0	103·9	.....	144·9	5626	224·3	171·1	298	191·1	.....	.....
November	116·1	114·3	467·6	103·8	123	144·4	5633	224·2	171·2	298	191·4	.....	.....
December	115·8	114·1	432·7	104·5	.....	145·4	5612	224·3	171·0	296	190·6	2530	1294
1953 January	115·7	113·9	462·4	104·4	.....	145·6	5603	224·3	169·9	296	189·5	.....	.....
February	115·5	113·4	457·2	104·7	123	146·0	5614	223·9	169·5	296	188·9	.....	.....
March	114·8	113·6	449·9	105·4	.....	145·2	5613	224·4	169·3	299	189·4	2558	1307
April	114·6	113·7	449·1	106·4	.....	144·7	5668	224·2	168·8	299	189·9	.....	.....
May	114·4	114·0	448·6	106·0	126	145·5	5702	224·4	169·5	295	190·7	.....	.....
June	114·9	114·5	.....	106·6	.....	145·4	5718	224·1	169·7	293	193·6	2586	1322
July	115·4	114·7	.....	106·6	.....	143·7	5633	223·3	169·5	296	192·7	.....	.....
August	115·7	115·0	.....	105·9	125	143·1	5617	224·0	169·7	295	195·8	.....	.....
September	116·2	115·2	.....	105·7	.....	141·0	.....	.....	170·2	295	196·5	.....	1337
October	116·7	115·4	.....	.....	.....	141·0	.....	.....	.....	.....	196·0	.....	.....
November	116·2	.....	.....	.....	.....	141·3	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918–49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926–46 are on base July, 1914 = 100. (i) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June–December. (l) Average of quarterly indexes. (m) Annual averages 1938–1950 are on base 1938 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

—	1913	1918	1929	1933	1939	1951	1952	Oct. 1952	Sept. 1953	Oct. 1953
All Commodities										
Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	240·2	226·0	220·2	221·5	220·7
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	218·6	210·3	201·1	199·5	196·7
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	297·7	248·2	232·8	245·6	246·5
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	295·9	251·5	245·3	240·4	239·8
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	295·5	291·0	289·5	287·6	286·8
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	208·7	219·0	221·2	221·9	222·0
†VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	180·6	172·9	168·1	167·1	166·5
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	169·8	173·9	173·4	179·0	178·7
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	187·3	180·1	176·2	175·3	173·7
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	237·9	218·7	209·7	207·0	204·9
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	242·4	230·7	227·4	230·2	230·0
*Non-Residential Building Materials (1949 = 100)					60·3	118·6	123·2	123·9	123·8	123·9
Residental Building Materials			112·4	89·0	102·3	286·2	284·8	283·8	281·0	280·4
Canadian Farm Products Total			140·8	69·3	92·6	268·6	247·2	231·4	208·9	208·5
Field			137·2	69·3	83·7	200·4	216·9	199·9	154·0	151·7
Animal			144·4	69·2	101·5	336·9	277·5	263·0	263·7	265·3

† Gold is included from 1935 to date.
* The indexes for 1953 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
March	13	21	4,524	5,450	33,018	0·04
April	14	21	2,790	3,562	29,120	0·03
May	17	30	2,740	4,748	36,127	0·04
June	16	31	4,809	6,452	57,346	0·07
July	14	30	4,650	7,396	73,486	0·09
August	6	17	4,408	8,598	92,760	0·11
September	26	37	12,958	16,445	126,131	0·15
October	21	44	5,455	16,367	268,053	0·32
November	7	35	6,285	19,298	287,316	0·35
Cumulative totals	159		53,203		1,058,184	0·12
1952						
January	13‡	13	5,374‡	5,374	71,145	0·09
February	12	22	12,394	13,048	47,603	0·06
March	16	25	2,877	5,186	65,272	0·08
April	22	37	8,418	12,121	178,713	0·21
May	30	44	14,853	23,360	248,575	0·30
June	28	42	44,704	59,706	717,845	0·87
July	29	54	8,941	56,263	888,243	1·07
August	20	42	8,166	15,039	202,395	0·24
September	16	39	5,303	15,144	201,870	0·24
October	18	37	6,183	13,634	165,539	0·20
November	10	22	2,163	5,374	45,476	0·05
Cumulative totals	214		119,376		2,832,676	0·31

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1953				
MINING—				
Gold miners, mill and smelter workers, Pamour, South Porcupine and Timmins, Ont.	4	900	22,500	Commenced July 11; for new agreements providing for increased wages, reduced hours from 48 to 40 per week, pay for six statutory holidays, check-off and extension of vacation plan, following reference to conciliation board; partial return of workers; unterminated.
Gold and copper miners and smelter workers, Noranda, Que.	1	1,600	40,000	Commenced August 22; for a new agreement providing for increased wages and reduced hours from 48 to 40 per week, following reference to arbitration board; unterminated.
Gold miners and mill workers, Schumacher, Ont.	1	1,201	30,000	Commenced September 22; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week, pay for eight statutory holidays instead of four, two weeks' vacations with pay after two years and three weeks after 15 years, following reference to conciliation board; unterminated.
Gold and silver miners, mill and smelter workers, Timmins, Ont.	1	1,356	33,900	Commenced September 24; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week and extension of vacation plan; unterminated.
Gold and copper miners, mill and smelter workers, Noranda, Que.	1	572	14,300	Commenced October 2; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.
Gold miners and mill workers, Timmins, Ont.	1	354	8,850	Commenced October 13; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of four, shift differential and extension of vacation plan, following reference to conciliation board; unterminated.
Copper miners and mill workers, Normetal, Que.	1	425	10,625	Commenced October 17; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1953—Continued				
Copper miners and mill workers, Noranda, Que.	1	347	8,675	Commenced October 21; for a new agreement providing for increased wages retroactive to Feb. 20, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.
Gold miners and mill workers, Schumacher, Ont.	1	190	4,750	Commenced October 26; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to conciliation board; unterminated.
MANUFACTURING—				
Rubber and Its Products—				
Rubber and plastic products factory workers, Welland, Ont.	1	450	2,250	Commenced October 28; alleged discrimination in suspension of nine workers, following attendance at union meeting called during working hours; terminated November 6; negotiations; in favour of workers, all reinstated.
Animal Foods—				
Meat packing plant workers, Vancouver, B.C.	1	[3] 27	105	Commenced October 28; protesting demotion of a truck driver; terminated November 5; return of workers pending reference to arbitration; indefinite.
Boots and Shoes (Leather)—				
Shoe factory workers, Preston, Ont.	2	120	1,800	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week, following reference to conciliation board; terminated November 30; return of workers and replacement; in favour of employer.
Textiles, Clothing, etc.—				
Knitting factory workers, Plessisville, Que.	1	25	500	Commenced May 19; for a new agreement incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; partial return of workers; unterminated.
Hosiery factory workers, Hanover, Ont.	1	22	330	Commenced September 25; for a new agreement providing for increased wages and other changes, following reference to conciliation board; terminated November 20; negotiations; compromise.
Pulp, Paper and Paper Products—				
Paper mill workers, Beauharnois and Crabtree Mills, Que.	2	[4] 461	11,000	Commenced September 23; for new agreements providing for reduced hours from 48-50 to 40 per week with same take-home pay and shift differential, following reference to arbitration board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1953—Continued				
Miscellaneous Wood Products—				
Saw mill workers, Penticton, B.C.	1	41	60	Commenced September 12; for a new agreement providing for increased wages, following reference to conciliation board; terminated November 3; negotiations compromise
Saw and lumber mill workers, Northern Interior British Columbia	44	1,830	40,000	Commenced September 28; for new agreements providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, pay for three statutory holidays and closed shop, following reference to conciliation board; partial return of workers; unterminated.
Lumber mill workers, Interior British Columbia	12	856	19,000	Commenced October 16; for new agreements providing for increased wages and other changes, following reference to conciliation board; partial return of workers; unterminated.
Saw mill workers, Stellarton, N.S.	1	35	875	Commenced October 19; for a union agreement providing for increased wages, reduced hours from 46¾ to 44 per week with same take-home pay and other changes, following reference to conciliation board; unterminated.
Metal Products—				
Skate factory workers, Kitchener, Ont.	1	44	900	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; unterminated.
Spring factory workers, Hamilton, Ont.	1	77	1,100	Commenced June 24; for a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, check-off, etc., following reference to conciliation board; terminated November 20; return of workers; in favour of employer.
Steel mill workers, Winnipeg, Man.	2	703	13,250	Commenced September 29; for new agreements providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to conciliation board; terminated November 27; negotiations; compromise.
Automotive stamping factory workers, Windsor, Ont.	1	10	90	Commenced October 6; for implementation of award of conciliation board for increased wages and other changes in new agreement under negotiations; terminated November 12; conciliation, civic; compromise.
Steel tank factory workers, Brandon, Man.	1	32	700	Commenced October 7; for a new agreement providing for increased wages retroactive to May 15, following reference to conciliation board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1953—Concluded				
Structural steel fabricators, New Glasgow, N.S.	1	123	1,350	Commenced October 14; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week and other changes, following reference to conciliation board; terminated November 13; return of workers pending settlement; indefinite.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Fort William and Port Arthur, Ont.	.....	450	7,400	Commenced October 20; for new agreements providing for increased wages retroactive to April 1 and other changes, following reference to conciliation board; terminated November 24; negotiations; compromise.
Carpenters, Windsor, Ont.	.....	750	5,250	Commenced October 28; for new agreements providing for increased wages and other changes, following reference to conciliation board; terminated November 10; conciliation; compromise.
TRADE—				
Mining and construction equipment warehouse workers, Port Arthur, Ont.	1	12	252	Commenced October 13; for a union agreement providing for job classification and welfare and insurance plans, following reference to conciliation board; unterminated.
Strikes and Lockouts Commencing During November, 1953				
MINING—				
Coal miners, Robb, Alta.	1	196	300	Commenced November 3; protesting increase in price of board; terminated November 4; negotiations; compromise.
Coal miners, Springhill, N.S.	1	800	800	Commenced November 5; protesting suspension of two miners for alleged neglect of duty causing mine breakdown; terminated November, 5; return of workers in favour of employer.
MANUFACTURING—				
Boots and Shoes (Leather)—				
Shoe factory workers, Montreal, Que.	1	213	950	Commenced November 16; for a new agreement providing for increased wages retroactive to Jan. 1, reduced hours from 48 to 44½ per week with same take-home pay and other changes, following reference to arbitration board; terminated November 20; negotiations; compromise.
Metal Products—				
Pipe and steamfitters, Cornwall, Ont.	1	20	20	Commenced November 30; for a union agreement providing for increased wages and reduced hous from 44 to 40 per week; untermirnated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts Commencing During November, 1953—Concluded				
TRANSPORTATION AND PUBLIC UTILITIES—				
Electric Railways and Local Bus Lines—				
Street railway workers, Montreal, Que.	1	5,000	5,000	Commenced November 21; for a new agreement providing for increased wages and reduced hours from 48 to 40 per week with same take-home pay, following reference to arbitration board; terminated November 22; return of workers pending settlement; indefinite.
SERVICE—				
Business and Personal—				
Laundry and dry cleaning plant route men, Toronto, Ont.	1	21	84	Commenced November 9; for a new agreement providing for increased wages, following reference to conciliation board; terminated November 12; negotiations; compromise.
Garage mechanics, etc., Toronto, Ont.	2	35	350	Commenced November 19; for a union agreement providing for check-off, following reference to conciliation board; terminated November 30; return of workers; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 57 indirectly affected; (4) 54 indirectly affected.

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1953, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects	....	....	....	....	2	1	.....	1	....	....	....	....	4
Struck by	10	25	....	16	12	22	.....	12	2	....	3	....	102
(a) Tools, machinery, cranes, etc	....	4	....	1	2	1	.....	1	....	....	....	....	9
(b) Moving vehicles	6	1	....	3	....	8	.....	11	1	....	2	....	32
(c) Other objects	4	20	....	12	10	13	.....	.....	1	....	1	....	61
Caught In, On or Between Machinery, Vehicles, etc.	4	....	....	1	8	8	.....	2	....	....	....	....	23
Collisions, Derailments, Wrecks, etc	18	4	5	4	3	5	.....	21	13	....	6	....	79
Falls and Slips	4	5	4	6	6	20	1	12	....	....	9	....	67
(a) Falls on same level	1	....	....	1	1	4	.....	.....	....	....	1	....	8
(b) Falls to different levels	3	5	4	5	5	16	1	12	....	....	8	....	59
Conflagrations, Temperature Extremes and Explosions	2	2	1	3	2	3	1	1	1	....	2	....	18
Inhalation, Absorptions, Asphyxiation, etc	....	....	....	10	3	....	.....	.....	....	....	....	....	13
Electric Current	3	....	....	4	7	7	8	2	1	....	2	....	34
Over-exertion and Industrial Diseases	3	1	1	3	2	4	.....	1	....	....	1	....	16
Miscellaneous Accidents	....	....	....	....	....	....	.....	.....	1	....	1	....	2
Total, Third Quarter—1953	44	37	11	47	45	70	10	52	18	....	24	....	358
Total, Third Quarter—1952	30	38	12	56	57	80	9	56	18	....	33	....	389

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1953

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	....	....	1	....	6	18	4	11	3	1	....	44
Logging	....	....	2	....	11	3	....	....	....	21	....	37
Fishing and Trapping	2	....	2	1	....	....	....	....	....	6	....	11
Mining and Quarrying	2	....	5	1	5	13	1	5	7	8	....	47
Manufacturing	1	....	2	2	12	19	1	1	....	7	....	45
Construction	2	....	5	1	12	21	1	8	9	11	....	70
Electricity, Gas, Water Production and Supply	....	....	1	....	3	3	2	....	....	1	....	10
Transportation, Storage and Communications	....	....	1	1	12	17	2	4	5	8	2	52
Trade	....	....	....	....	3	11	....	2	....	2	....	18
Finance	....	....	....	....	....	....	....	....	....	....	....	....
Service	....	....	1	1	5	7	....	3	2	4	1	24
Unclassified	....	....	....	....	....	....	....	....	....	....	....	....
Total	7	....	20	7	69	112	11	34	36	69	3	358

FEBRUARY 15, 1954

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Canadian Department of Labour

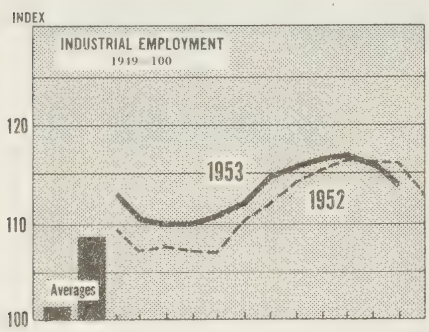
Current Manpower Situation

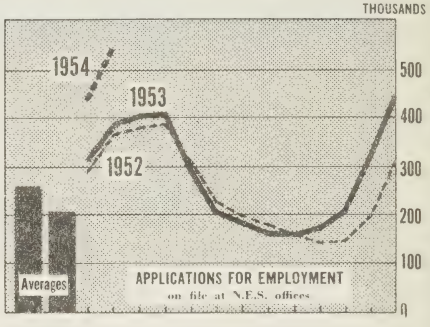
EMPLOYMENT declined and unemployment increased during January somewhat more than usual for the month. As a result, the number of persons working full time dropped slightly below last year's levels. Manufacturing employment continued to dip slightly below last year's figure, although relatively few industries contributed appreciably to this drop. The easing of activity in manufacturing has been reflected in higher levels of unemployment this year, particularly in industrial centres; there has also been an increase in short-time employment in a number of industries. Severe winter weather conditions, particularly in the western provinces, brought most outdoor activity such as construction, logging and sawmilling to a virtual standstill during the month. This resulted in much heavier lay-offs of workers than usual, in the areas affected by bad weather. More than one-third of all paid workers were in local labour market areas classified as having substantial labour surpluses, compared to about one-quarter a year ago. This was largely the result of the settling of business acitvity in some manufacturing industries, which coincided with heavy lay-offs in seasonal industries.

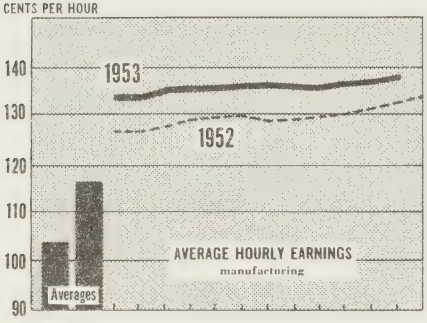
Estimates of the monthly Dominion Bureau of Statistics Labour Force Survey show that 4,465,000 persons worked full time during the week ending January 23, 1954. This total represents 85 per cent of the persons who considered themselves to be a part of the active labour force, compared with 87 per cent in the same week last year. The remaining 15 per cent of the labour force may be divided into two groups: the first consists of workers who were without jobs and actively seeking work; the second those who had jobs but did no work, or worked less than full time, for such reasons as illness, bad weather, temporary lay-offs, industrial dispute or vacation. The first group (without jobs and seeking work) totalled 280,000 persons, or 93,000 more than in January 1953. In the second group, 358,000 worked less than full time (37,000 more than last year), and 139,000 had jobs but did not work during the week (30,000 fewer than last year.)

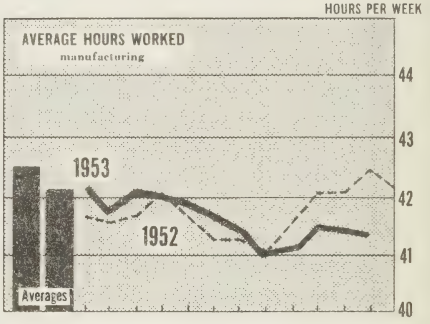
A Monthly *Labour Gazette* Feature

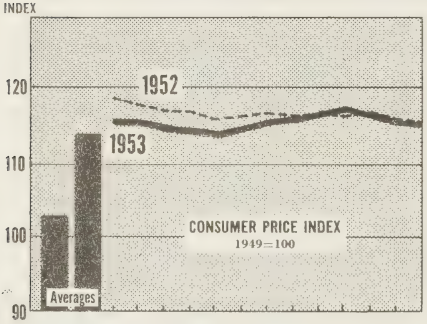
CURRENT LABOUR TRENDS

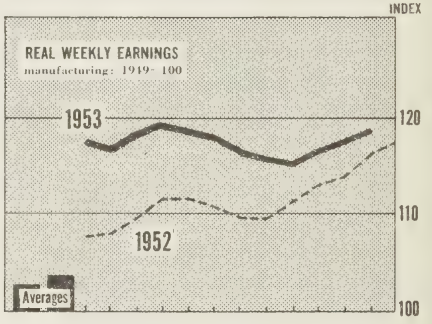


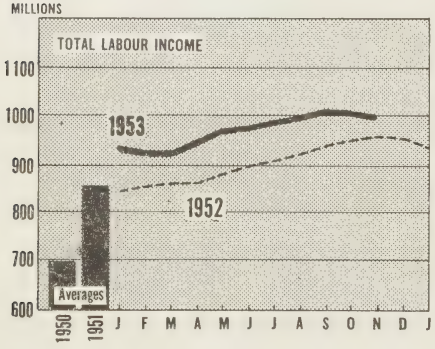


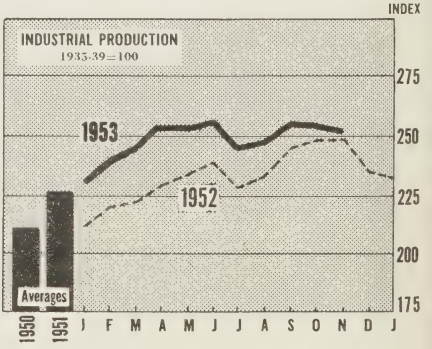












Some indication of the current situation is provided by the number of people applying for work through the National Employment Service, which includes many from the group of workers defined by the Labour Force as working less than full time.

At January 21, applications on file at NES offices numbered 524,000, an increase of 139,000 over the figure for the corresponding date in January, 1953.

A comparison of NES job applications in the various regions for January 1954 and January 1953 indicates that the largest increase occurred in Ontario (50 per cent) and the smallest in the Pacific region (13 per cent). In relation to the labour force, however, job applications were still lowest in Ontario. Job applications as a percentage of the labour force in the various regions were as follows at January 21: Atlantic, 15 per cent; Quebec, 11 per cent; Ontario, 7.5 per cent; Prairie, 8 per cent; Pacific, 16 per cent.

One notable feature of the situation in January was the effect of the weather on the country's seasonal industries. The labour force estimates show that the number of persons with jobs (including those working full or part time and those with jobs but not at work) was 61,000 lower than last year. About two-thirds of this drop in employment was directly attributable to bad weather, the effect of which was apparent in all outdoor activities. Of the male workers registered for employment with the NES, for example, 42 per cent were in construction and allied trades. These occupational groups accounted for almost one-half of the year-to-year increase in job applications from male workers.

This seasonal decline has coincided with a levelling-off in the non-seasonal sector of the economy. During the last half of 1953, consumer expenditures on many lines tended to slow down, with resultant increased inventories, while exports dropped below the levels of the preceding year in both value and volume. These developments were reflected in the level of manufacturing employment in December, which dropped below year-earlier levels for the second consecutive month. Year-to-year declines were most marked in the agricultural implements, textile and clothing industries. Employment was still higher than last year by considerable margins in the aircraft, electrical apparatus, chemical products and shipbuilding industries.

Another indicator of economic activity is provided by labour income, which during November amounted to $995 million. This was a slight drop from October and a further drop from the September peak of $1,012 million. It is usual for labour income to fall off during December and January but this winter the decline appeared two months earlier than during the past three years. Compared with 1952, however, labour income in November showed a year-to-year increase of 4.5 per cent and for the four-month period ending in November, an increase of more than six per cent—a gain in real income since retail prices were comparatively stable over the year. During this same four-month period, retail sales were four per cent higher than in 1952, which is a smaller rate of increase than earlier in the year. This declining rate of expansion continued in the last two months of the year, during which retail sales were one per cent higher than in the same months of 1952.

Labour-Management Relations

SETTLEMENTS of long strikes in metal mines in the East and among woodworkers in British Colombia were recorded during the past month; at mid-February fewer than 700 workers were on strike across the country. Intensive collective bargaining was underway in the railway, basic steel and automobile industries. Negotiations were also in progress in other industries (e.g., metal products, electric goods and public service).

The accompanying chart indicates the course of average hourly earnings in the manufacturing industries from 1949 to 1953. While the figures are influenced by such factors as the amount of overtime worked and the shift of workers to defence industries, they reflect mainly the size and extent of wage-rate adjustments.

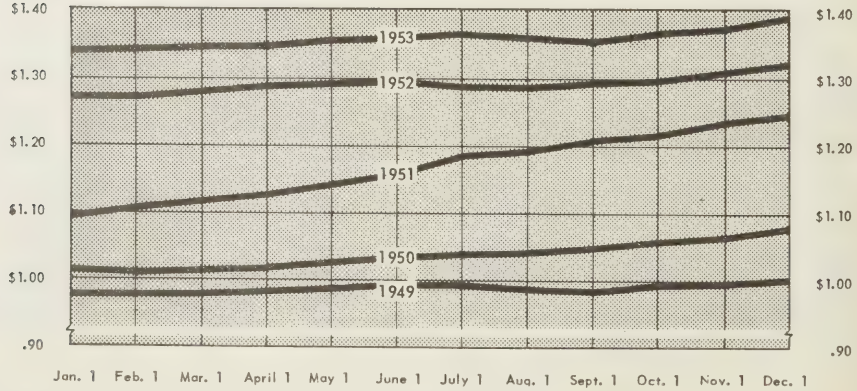
The chart illustrates the substantial wage changes that occurred after the Korean outbreak in the summer of 1950. This was a period when prices were rising rapidly. By the beginning of 1952, the inflationary forces that had increased the general price level during the period of rapid defence expansion had largely spent themselves and prices began to decline. By 1953 they were levelling off but earnings continued to rise and although the rate of increase diminished during 1952 and 1953, smaller gains during these years represented an important advance in the "real" earnings and thus in the standard of living of Canadian workers.

Recent Agreements

Metal Mining. During the past six weeks settlements were reached in almost all the strikes in the northern Ontario gold mining industry, some of which had begun last July. Agreements were first reached between the United Steelworkers of America (CIO-CCL) and two of the largest producers, Hollinger Consolidated Gold Mines Limited, and McIntyre Porcupine Mines Limited and were followed by settlements at most of the smaller mines. The agreements negotiated provide for wage increases in the neighbourhood of five cents an hour.

The strike conducted by the same union at Noranda Mines Limited in Quebec was settled at mid-February. The new contract includes a 7½-per-cent wage increase.

Average Hourly Earnings in Manufacturing Industries 1949 – 1953



At two mines in the Val d'Or area of Quebec in which strikes had not occurred, agreements were negotiated by the steelworkers' union. One-year contracts with East Malartic Mines Limited and Malartic Gold Fields Limited provide a seven-cent wage increase, a reduction in hours from 56 to 48 for mill employees without loss in take-home pay, and increased welfare benefits.

Logging and Lumbering. An agreement was reached between 18 Ontario pulp and paper companies and the lumber and sawmill workers' section of the United Brotherhood of Carpenters and Joiners of America (AFL-TLC), representing 20,000 bush workers in the Lakehead area. Under this two-year agreement, wages are increased by 3¼ per cent, with a minimum increase of five cents per hour. Following a three-month strike in the southern British Colombia interior, the International Woodworkers of America (CIO-CCL) reached agreement with the logging operators. The new contract provides a ten-cent wage increase over a three-year period for nearly 5,000 woodworkers.

Railways. An agreement was reached between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen (indep.) and negotiations are in progress between the same union and the Canadian National Railway. In the one-year agreement between the CPR and the Brotherhood, covering some 1,700 firemen and hostlers of the eastern region, a number of rules were changed and employees in yard and hostling services are to be placed on the five-day week. This agreement is similar to one reached earlier between the railroads and the Brotherhood of Locomotive Engineers (indep.) covering engineers in eastern sections of the roads.

Metal Products. A new agreement for one year is reported between the Brotherhood of Railway Carmen of America (AFL-TLC) and the Canadian Car and Foundry Company Limited. Some 2,500 employees of the Dominion and Turcot plants in the province of Quebec are affected. Provisions of the new agreement include a general wage increase of five cents an hour retroactive to September 1, reduction of the work week from 42½ to 40 hours and increased fringe benefits.

Following a five-day strike late in January, the Chrysler Corporation of Canada and 27 powerhouse workers represented by the International Union of Operating Engineers (AFL-TLC) signed an agreement in which the terms of settlement included a nine-cent wage increase and time and one-half for all Sunday work. The strike had stopped all operations at the company's Windsor plant, forcing the lay-off of approximately 6,000 production employees.

Current Negotiations

Railways. A conciliation board was constituted during January to deal with the dispute over fringe benefits between the railways and the unions representing more than 125,000 non-operating employees. The board is headed by Mr. Justice R. L. Kellock of the Supreme Court of of Canada, who served as arbitrator in the railway dispute in 1950 and as chairman of the 1952 conciliation board. Meetings of the board have been adjourned until March.

Steel. In the basic steel industry, the United Steelworkers of America (CIO-CCL) are engaged in contract negotiations with the Steel Company of Canada Limited of Hamilton, Ont. Union demands include a general wage increase, increased skill differentials and shift premiums, one additional paid statutory holiday for a total of nine and an improved vacation plan. Negotiations over similar demands are also in progress between the union and the Algoma Steel Corporation at Sault Ste. Marie, Ont. At the time of writing, no information had been reported concerning possible bargaining at the Dominion Steel and Coal Corporation Limited at Sydney, N.S.

Automobile Manufacturing. At mid-February, the United Automobile Workers (CIO-CCL) were negotiating with the Ford Motor Company of Canada Limited, Windsor. Original union demands were for a 30-cent-an-hour wage increase and other benefits. The company has offered to extend the present contract to June 1955, which would provide a four-cent-an-hour increase next summer under the annual improvement factor included in the present agreement.

Electrical Goods. Contract negotiations were scheduled to get underway early in February between the United Electrical, Radio and Machine Workers of America (indep.) and the Canadian General Electric Company, affecting some 7,000 employees at plants in the Toronto area. The union is requesting a 15-cent wage increase and improved fringe benefits. Bargaining at Westinghouse Company of Canada Limited will not begin until later this year.

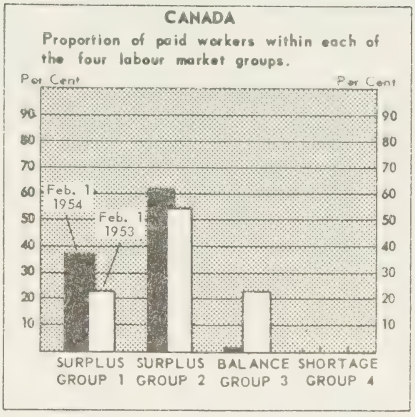
Public Service. Civic employees' unions in Toronto and Vancouver have presented new contract demands. Employees in Toronto are seeking a 15-per-cent general wage increase and improved welfare, overtime and vacation plans. The unions involved are the Toronto Municipal Employees Association for inside employees and the Toronto Civic Employees Union, for outside employees. In Vancouver, the Civic Employees' Union (outside workers), representing 1,400 workers, is requesting a general 10-cent-an-hour wage increase, a modified Rand Formula, check-off arrangements and other benefits.

Union Certification

The United Automobile Workers (CIO-CCL) was certified by the Ontario Labour Relations Board to represent workers at Ford's new plant in Oakville, Ont. The union is now in the process of setting up a local organization for employees at the Oakville plant and it was indicated that attempts will be made to negotiate a contract covering both the Oakville and Windsor establishments.

Recent certifications of significance in industries under federal jurisdiction include one group of Canadian National Railway employees. The Brotherhood of Railroad Trainmen (indep.) has been certified to represent some 1,900 conductors and assistant conductors, excluding sleeping car conductors, employed by the Canadian National Railways. The representation dispute involved the Order of Railway Conductors (indep.) which a few years ago also lost its representation rights for CPR conductors to the trainmen's union.

Manpower Situation in Local Areas



The increase in the number of labour surplus areas in January reflected the accentuated seasonal decline in activity during the month. At the beginning of February, labour supply and demand were in balance in only four of the 111 labour market areas in the monthly survey, compared with 20 at the beginning of January. Fifty-three areas had moderate labour surpluses (unchanged during the month) and 54 had substantial labour surpluses (an increase of 16 during the month). The comparative figures for last year were 19 areas in balance, 57 with moderate labour surpluses, and 35 with substantial labour surpluses.

In all regions, extreme temperatures or excessive snowfall brought much outdoor work to a stop for varying periods during the month. The resulting lay-offs in construction, combined with the normal release of workers in retail trade and the food and beverage industries, accounted for a considerable part of the unemployment during January. A further contributing factor was the continued employment decline in some sectors of manufacturing. Incomplete returns indicate that some 6,000 workers were released from the electrical apparatus, iron and steel and transportation equipment industries during January.

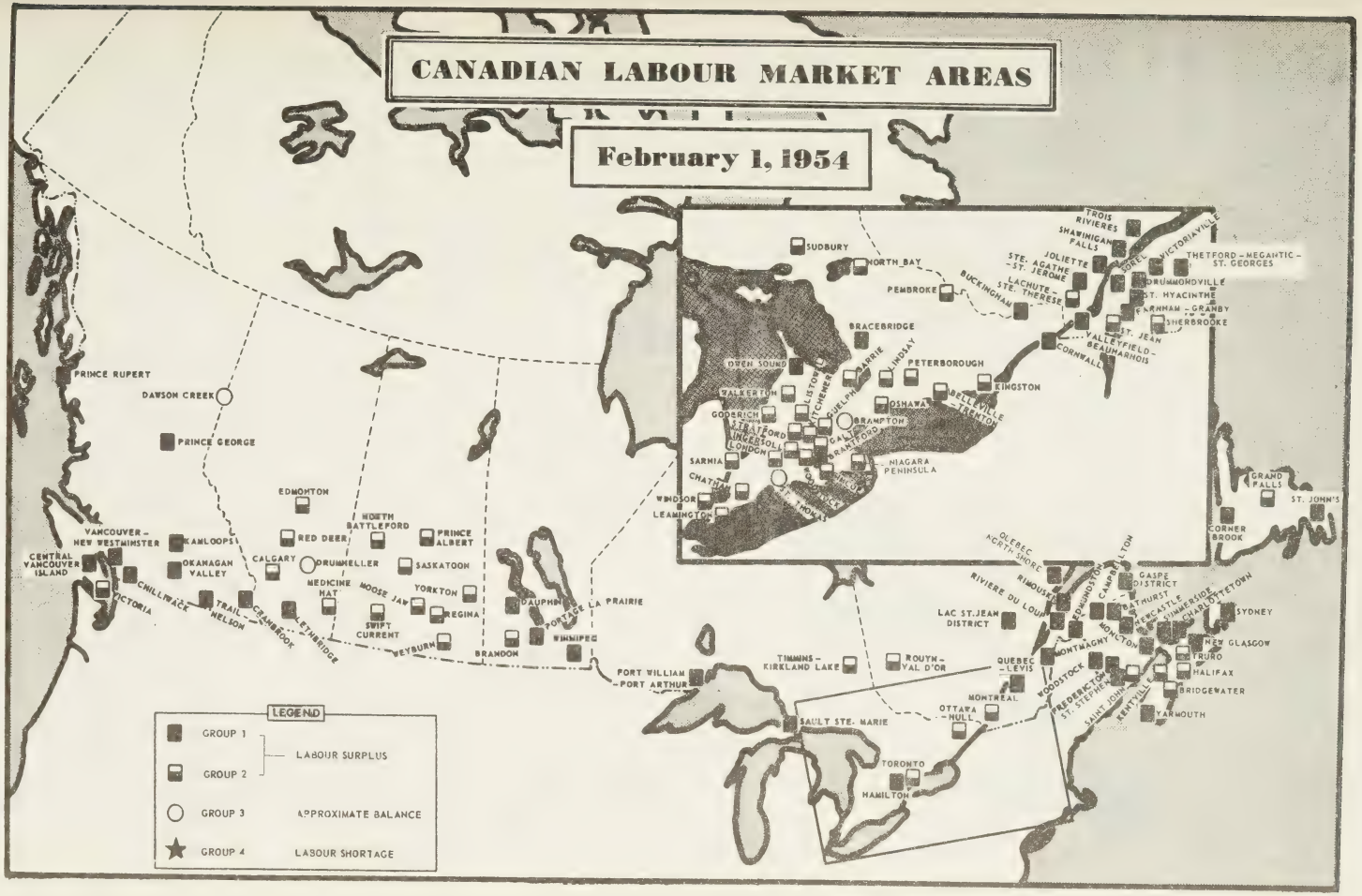
Half of the areas that developed substantial labour surpluses during the month were in Ontario and the Prairie Provinces. However, at the end of January, these two regions still accounted for less than one-quarter of all the areas in the substantial surplus category. The heaviest surpluses were in the Atlantic region, owing to the effects of the weather and the reduced production levels in the coal mining, textiles and lumber industries.

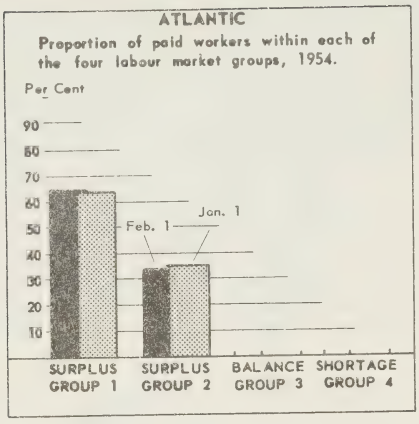
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Feb. 1 1954	Feb. 1 1953	**Feb. 1 1954**	Feb. 1 1953	**Feb. 1 1954**	Feb. 1 1953	**Feb. 1 1954**	Feb. 1 1953
Metropolitan	**5**	3	**5**	5	–	2	–	–
Major Industrial	**14**	8	**16**	19	–	3	–	–
Major Agricultural	**4**	3	**10**	8	–	3	–	–
Minor	**31**	21	**22**	25	**4**	11	–	–
Total	**54**	35	**53**	57	**4**	19	–	–

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, FEBRUARY 1, 1954

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (Labour force 75,000 or more)	Hamilton Quebec – Levis St. John's Vancouver – New Westminster Winnipeg	Calgary Edmonton Montreal Ottawa – Hull Toronto		
MAJOR INDUSTRIAL AREAS (Labour force 25,000 – 75,000: 60 per cent or more in non – agricultural activity)	Brantford Corner Brook Cornwall Farnham – Granby Fort William – Port Arthur Joliette Lac St. Jean Moncton New Glasgow Shawinigan Falls St. Hyacinthe Sydney Trois Rivières Valleyfield – Beauharnois	Guelph Halifax Kingston Kitchener London Niagara Peninsula Oshawa Peterborough Rouyn Val d'Or Saint John Sarnia Sherbrooke Sudbury Timmins – Kirkland Lake Victoria Windsor		
MAJOR AGRICULTURAL AREAS (Labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Lethbridge Thetford – Megantic – St. Georges	Barrie Brandon Chatham Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton		
MINOR AREAS (Labour force 10,000 – 25,000)	Bathurst Bracebridge Buckingham Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Drummondville Edmundston Fredericton Gaspé Kamloops Montmagny Newcastle Okanagan Valley Owen Sound Portage la Prairie Prince George Prince Rupert Quebec North Shore Rimouski Sault Ste. Marie Sorel Ste. Agathe – St. Jérôme St. Stephen Summerside Trail – Nelson Victoriaville Woodstock, N.B. Yarmouth	Belleville – Trenton Bridgewater Galt Goderich Grand Falls Ingersoll Kentville Lachute – Ste. Thérèse Leamington Lindsay Listowel Medicine Hat North Bay Pembroke Simcoe St. Jean Stratford Swift Current Truro Walkerton Weyburn Woodstock, Ont.	Brampton Dawson Creek Drumheller St. Thomas	


CANADIAN LABOUR MARKET AREAS
February 1, 1954
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
RED DEER
NORTH BATTLEFORD
PRINCE ALBERT
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
CALGARY
DRUMHELLER
SASKATOON
VICTORIA
CHILLIWACK
TRAIL – NELSON
MEDICINE HAT
MOOSE JAW
YORKTON
CRANBROOK
LETHBRIDGE
SWIFT CURRENT
REGINA
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
PORT WILLIAM – PORT ARTHUR
SAULT STE. MARIE
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
OTTAWA – HULL
MONTREAL
QUEBEC – LEVIS
TORONTO
HAMILTON
SUDBURY
NORTH BAY
PEMBROKE
BUCKINGHAM
BRACEBRIDGE
OWEN SOUND
PETERBOROUGH
KINGSTON
WALKERTON
GODERICH
STRATFORD
LONDON
SARNIA
CHATHAM
WINDSOR
LEAMINGTON
OSHAWA
BELLEVILLE – TRENTON
NIAGARA PENINSULA
TROIS RIVIERES
SHAWINIGAN FALLS
JOLIETTE
STE. AGATHE – ST. JEROME
LACHUTE – STE. THERESE
THETFORD – MEGANTIC – ST. GEORGES
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM – GRANBY – SHERBROOKE
VALLEYFIELD – BEAUHARNOIS
CORNWALL
GRAND FALLS
ST. JOHN'S
CORNER BROOK
GASPE DISTRICT
LAC ST. JEAN DISTRICT
SYDNEY
NEW GLASGOW
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
MONCTON
FREDERICTON
SAINT JOHN
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE



REDUCTIONS in employment continued in the Atlantic region during January. They were most marked during the first two weeks of the month as severely cold weather brought construction to a virtual standstill and the end of the Christmas trade caused staff reductions in wholesale and retail stores. In addition, seasonal employment decreases occurred in such industries as trucking, rail transportation, fishing and canning. It is estimated that the number of persons at work in the region decreased by 7,000 from December 12, to a total of 434,000 at January 23. This figure was 11,000 lower than the total in January 1953.

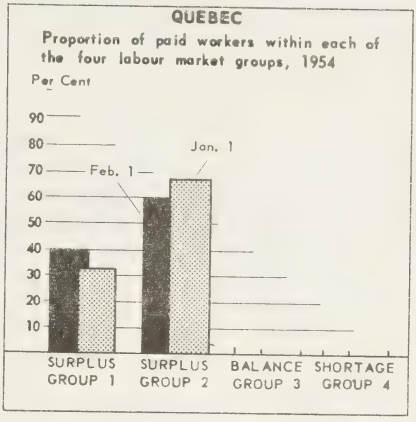
The decline in employment was more pronounced this winter than in previous years owing to a somewhat greater-than-seasonal slackening in activities in all parts of the region. In Prince Edward Island, trade was appreciably lower than last year, partly because of the reduced buying power of fishermen, many of whom remained idle because of the low price of smelts, and partly because of reduced farm incomes. Logging employment was markedly lower than last year in Newfoundland. In Nova Scotia and New Brunswick, all industries except shipbuilding and repairing recorded employment declines during the year, the most notable being a decrease of 37 per cent in logging. Manufacturing employment dropped six and eight per cent respectively in Nova Scotia and New Brunswick. Contributing to this drop were lay-offs at the Sydney steel plant and at textile plants in many areas in both provinces.

Metropolitan and Major Industrial Areas. The labour surplus in St. John's continued to grow and by the end of January was well above last year's peak, which was reached about the middle of February. Much of the increase was attributed to the lower level of construction employment and also to the fact that labour requirements for woods work were smaller than in previous years.

A sharp decline in employment in Sydney during January brought the area into the substantial surplus category. By the end of the month, job applications were almost 50 per cent higher than in the preceding month and more than one-third higher than a year earlier. Employment declines in the coal mining industry and reduced activity in iron and steel manufacturing were chiefly responsible for heavy labour supplies in this area. Lay-offs have occurred at the Sydney steel plant during the past five months, while at the same time, coal miners released earlier in the year remained out of work. In January, many workers in the area were working less than full time. Several hundred steelworkers and 5,000 coal miners were working an average of four shifts a week.

Major Agricultural and Minor Areas. Pronounced declines in employment occurred in most of these areas following the usual seasonal slackening in construction, transportation and fishing. Hauling of logs was well under way by the end of the month but woods labour requirements generally were markedly lower than in previous years.

QUEBEC



THE construction industry accounted for the heaviest lay-offs of workers in the Quebec region during January but transport, sawmilling, food processing and other industries released a substantial number of workers for seasonal and other reasons during the month. Alternative employment was scarce, although logging employers were hiring crews for hauling operations. The textile, clothing, rubber, and boot and shoe industries also rehired some employees who had been laid off. Few new workers were taken on, however, and many of those laid off in the latter part of 1953 were still unemployed; others were working reduced hours. It was estimated that the number of persons at work at January 23 totalled 1,389,000, a decrease of 44,000 from December 12.

Total employment in the province was about the same as a year earlier. Manufacturing employment also approximated year-ago levels. Declines in logging and mining were offset by employment gains in the distributive and service industries. However, while total employment maintained year-ago levels, the labour force of the province showed a steady gain, which meant that unemployment increased compared to last year.

Labour surpluses in all areas of Quebec increased further during the month as a result of lay-offs. By the end of January, 19 areas reported substantial labour surpluses; four had moved into this group during the month, leaving only Montreal, Sherbrooke, Rouyn-Val d'Or and two minor areas in the moderate surplus category.

Metropolitan Areas. Many construction workers in Montreal were laid off during the month because of severe weather; further seasonal lay-offs occurred in food processing, railway and other industries. In addition, workers from other areas were seeking work in the city. Hiring was generally slack and employment levels were relatively unchanged from those of last year. Labour surpluses increased during the month but the metropolitan area remained in the moderate surplus category.

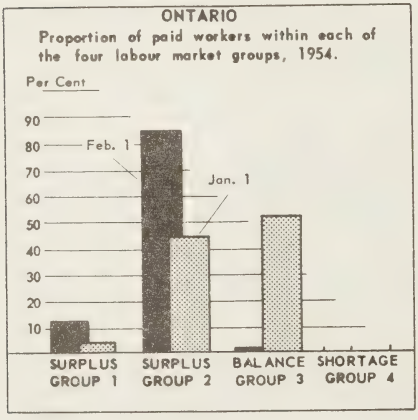
The heavy labour surpluses in Quebec city at the beginning of January increased as workers were laid off from construction, railway

and other seasonal activities. However, there was some improvement in employment opportunities for women as the boot and shoe industry was gradually increasing its output.

Major Industrial Areas. Very little hiring occurred in the clothing, foundry and other manufacturing industries in Joliette during January. As a result, workers released from seasonal activities were still unemployed and the area accumulated a substantial labour surplus during the month. Some rehiring occurred in the textiles and boot and shoe industries in St. Hyacinthe but 500 rubber workers in the area were placed on short time and the area continued in the substantial surplus category. Moderate labour surpluses remained in Sherbrooke, and Rouyn-Val d'Or.

Minor Areas. Surpluses in the Quebec North Shore area increased from moderate to substantial proportions during January as work was reduced to winter levels at Sept Iles and Bersimis. Construction activity in Sorel came to a virtual standstill and brought this area also from the moderate to the substantial surplus category during January. By the end of the month, nine of the eleven minor areas had a substantial labour surplus.

ONTARIO



EMPLOYMENT decreased again in Ontario during January as seasonal activities approached their low point but it remained well above last year's levels. Extremely cold weather caused further reductions in construction activity in the region; the logging cut was completed in most areas and hauling was begun; and employment in trade and service industries was reduced following the Christmas peak. There was some increase in short time and temporary lay-offs in the textile, clothing, consumer durable and iron and steel industries during the month. By January 23, the total number of persons at work in the region was estimated to have dropped to 1,801,000, a decline of 33,000 from mid-December but still about 39,000 higher than a year earlier.

Last winter, steady expansion in defence and consumer durable goods industries, together with higher-than-usual construction activity, maintained very high levels of employment throughout the winter. This year, employment in the textile, clothing, agricultural implement, rubber, leather, sawmill and primary iron and steel industries has dipped below year-ago levels. The extreme cold in January also caused heavier reductions than usual in construction employment with the result that unemployment has been rising much more rapidly this winter than last.

By the end of January, 34 of the 36 areas had labour surpluses compared with 24 the previous month and 22 a year earlier. Only six areas, however, had substantial surpluses.

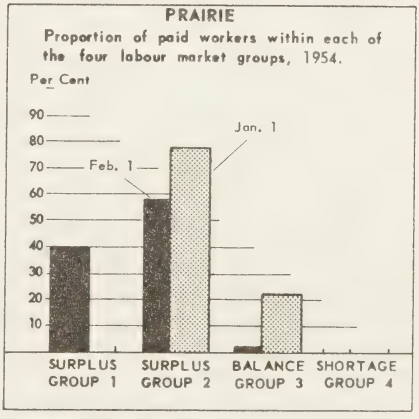
Metropolitan Areas. Moderate labour surpluses developed in both Toronto and Ottawa-Hull during January. Industrial lay-offs and short time occurred in many of the manufacturing industries in Toronto and extremely cold weather greatly reduced construction activity in both areas. Some hiring for new construction jobs was taking place in Ottawa during the final week in January but completion of the woods cut increased the numbers of unemployed in the Hull area. In Hamilton, additional lay-offs in iron and steel, textile, and electrical apparatus manufacturing, together with seasonal declines in construction, trade and services increased the numbers of unemployed and brought the area into the substantial surplus category.

Major Industrial Areas. Unemployment increased in nearly all the major industrial areas during January as cold weather brought construction almost to a complete halt and short time and temporary lay-offs continued in many of the manufacturing industries. Nevertheless, little change occurred in labour market classifications during the month: Guelph moved from balance into surplus, Cornwall and Brantford remained in the substantial surplus category and all other major industrial areas remained in the moderate surplus category.

Major Agricultural and Minor Areas. Moderate labour surpluses developed in Barrie, Galt, Ingersoll, Listowel, Stratford, Walkerton and Woodstock during the month, bringing all but two of the agricultural and minor areas (St. Thomas and Brampton) into surplus categories. Bracebridge and Sault Ste. Marie moved into the substantial surplus category, as the logging cut neared completion in both areas; lay-offs occurred in the iron and steel industries in the Sault.

PRAIRIE

AN unusually severe spell of winter weather, a slowdown in grain shipments and the usual decline in retail sales were the main factors influencing employment conditions in the Prairie region during January. These developments reduced the number of persons at work to 838,000 from 870,000 in December. It is estimated that by January 23 there were 19,000 fewer persons at work than at the same time last year.



In January extremely low temperatures and heavy snows curtailed outdoor work in the region. The effect was most marked in the construction and allied industries. At the end of the month, NES offices reported more than 30,000 job applications from workers in construction occupations; this represented more

than half the total applications from male workers. It is expected that many of these persons will return to work when weather conditions permit.

Contributing to the lower level of activity were the relatively large stocks of wheat at eastern and western storage points, which caused a marked decline in grain traffic and resulted in the lay-off of railway workers in a number of areas. Retail trade at some rural points was also reported to be affected by smaller grain deliveries from farms, although retail sales in the region as a whole were fairly well maintained.

Lower labour requirements were reflected in the transfer of six areas that had balanced labour markets the previous month to labour surplus categories. This left two areas in balance at February 1, 13 with moderate labour surpluses and five with substantial labour surpluses. At the same time last year, four areas were in balance and 16 were in the moderate labour surplus category.

Metropolitan and Major Industrial Areas. The effect of the decline in activity, particularly in construction, was greatest in Winnipeg, Edmonton and Calgary and was sufficient to bring Winnipeg from the moderate to the substantial labour surplus category. Labour surpluses in Winnipeg increased as a result of lay-offs in railway and clothing firms and a relatively large influx of workers from outside points.

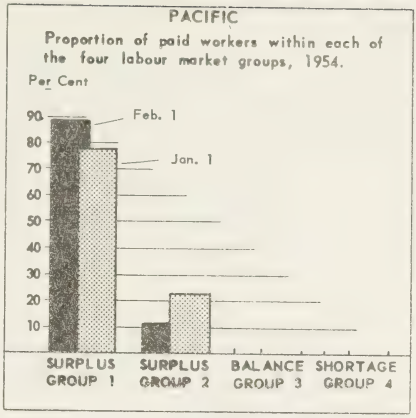
The development of a substantial labour surplus in Fort William-Port Arthur was caused mainly by the normal release of workers from pulpwood cutting and construction. In addition, 180 employees were released at the aircraft manufacturing plant and further lay-offs were expected before re-tooling for a new aircraft contract was completed. A number of railway and grain elevator workers were also released owing to the decline in grain shipments.

Major Agricultural and Minor Areas. Labour requirements in the agricultural section of the region were generally lower than last winter, resulting in the development of moderate surpluses in most areas and substantial surpluses in Lethbridge, Dauphin and Portage la Prairie. In addition to the sharp drop in construction work, many areas reported lay-offs of railway workers and an unusually slack labour demand in retail trade and agriculture. Coal mining areas reported greater activity, although some mines were still working only part time.

PACIFIC

A MODERATE seasonal decline in employment in the Pacific region during the first half of January was accentuated in the second half by unusually bad weather, which severely curtailed such activities as logging, sawmilling, construction and fishing. Transportation, too, was disrupted, and several manufacturing industries were adversely affected by reductions in orders caused by bad weather. Consequently, the demand for labour dropped sharply and the estimated number of persons at work fell from 394,000 in December to 361,000 at January 23. This total was 32,000 lower than in January 1953.

The strike in the lumber industry ended completely by the end of January but a partial settlement had already been reached early in the month. This, however, had little effect on logging operations because heavy snowfalls prevented normal activity. Some sawmills also had to close because of bad weather, but most of the larger mills were able to operate.



Construction was fairly busy in the first half of January but was hampered by severe weather in the second half. In other activities, several shingle mills were closed or on short time; some improvement occured in employment in plywood mills; pulp and paper mills continued to operate at capacity; and slack conditions still prevailed in coal and base metal mining. Minor lay-offs were fairly general in manufacturing.

In January, four labour maket areas moved from the moderate to the substantial labour surplus category (Cranbrook, Kamloops, Trail-Nelson and Prince Rupert). Consequently, of the ten labour market areas in the region, all, except Victoria, were in the substantial labour surplus category by the first of February, compared with five a year earlier.

Metropolitan and Major Industrial Areas. In the Vancouver-New Westminster area, restricted activity in logging, sawmilling and construction because of unfavourable weather was mainly responsible for the considerable increase in unemployment during January. Some 12,000 to 15,000 loggers became idle when heavy snowfalls forced the camps to close. Shipping was quite active and grain elevators were operating at capacity loading rates.

In the Victoria area, there was a moderate increase in the labour surplus during January. Logging operations came to a standstill following rain and snow and were not expected to be resumed to any extent for several weeks. Most sawmills operated at full capacity, however. In this area also, construction was held up because of weather conditions. Lay-offs continued in the shipyards, but increased activity was expected soon.

Minor Areas. In January, logging, construction and the operations of most sawmills were severely curtailed by adverse weather or strikes. Some mills in the Central Vancouver Island and Prince George areas, however, were operating. Prince George was the only minor area where labour demand was stronger at the end of January than a month earlier. This was due to the reopening of the saw and planing mills after the strike ended. In Prince Rupert, ocean shipments of grain were lower than in December.

Current Labour Statistics

(Latest available statistics as of February 10, 1954)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Jan. 23	5,242,000	− 0.6	+ 0.6
Persons at work 35 hours or more	Jan. 23	4,465,000	− 1.9	− 1.5
Persons at work less than 35 hours	Jan. 23	358,000	−15.2	+11.5
Usually work 35 hours or more	Jan. 23	172,000	−27.1	+39.8
On short time	Jan. 23	54,000	+ 3.8	+54.3
Usually work less than 35 hours	Jan. 23	186,000	0.0	− 6.1
Persons with jobs not at work	Jan. 23	139,000	+23.0	−17.8
Usually work 35 hours or more	Jan. 23	135,000	+22.7	−16.7
Usually work less than 35 hours	Jan. 23	*	−	−
Persons without jobs & seeking work	Jan. 23	280,000	+47.4	+49.7
Persons not in the labour force	Jan. 23	4,887,000	+ 1.0	+ 2.4
Registered for work, NES (b)				
Atlantic	Jan. 21	71,262	+58.9	+32.4
Quebec	Jan. 21	170,142	+58.6	+38.8
Ontario	Jan. 21	142,115	+50.2	+50.0
Prairie	Jan. 21	72,193	+62.1	+36.3
Pacific	Jan. 21	67,896	+45.2	+13.0
Total, all regions	Jan. 21	523,608	+54.9	+36.3
Ordinary claims for Unemployment Insurance benefit	Jan. 1	391,033	+63.9	+40.3
Amount of benefit payments	Dec.	$16,882,107	+66.0	+54.5
Index of employment (1949 = 100)	Dec. 1	113.9	− 1.7	− 1.9
Immigration	Dec.	11,230	−19.3	+ 2.7(c)
Industrial Relations				
Strikes and lockouts — days lost	Jan.	156,969	−	−
No. of workers involved	Jan.	10,619	−	−
No. of strikes	Jan.	24	−	−
Earnings and Income				
Average weekly wages and salaries	Dec. 1	$58.19	+ 0.1	+ 3.7
Average hourly earnings (mfg.)	Dec. 1	$1.38	+ 0.7	+ 4.8
Average hours worked per week (mfg.)	Dec. 1	41.3	− 0.3	− 2.8
Average weekly earnings (mfg.)	Dec. 1	$57.16	+ 0.5	+ 1.8
Consumer price index (av. 1949 = 100)	Jan. 1	115.7	− 0.1	0.0
Real weekly earnings (mfg. av. 1949 = 100)	Dec. 1	118.3	+ 0.8	+ 1.9
Total labour income $000,000	Nov.	995	− 1.4	+ 4.5
Industrial Production				
Total (average 1935 − 39 = 100)	Nov.	251.2	− 1.2	+ 1.2
Manufacturing	Nov.	264.8	− 1.2	+ 0.5
Durables	Nov.	316.4	− 2.2	+ 1.3
Non-Durables	Nov.	231.8	− 0.3	− 0.3

(a), (b): See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

TLC and CCL Unite in Attack on Unemployment

Immediate joint action on the unemployment problem will be taken by Canada's two major labour organizations, the Trades and Labour Congress of Canada and the Canadian Congress of Labour. The decision was made at the first meeting of the committees established late last year by both congresses to explore the possibilities of closer co-operation (L.G., Jan., p. 23).

The committees, in a joint statement issued after the meeting, said they considered unemployment to be the most serious problem facing Canadians today and agreed to promote a nation-wide campaign to bring a maximum influence upon all levels of government in order that employment will be stimulated, wherever possible, with a minimum of delay.

"The increasing numbers of workers now looking for jobs and the current high totals of unemployed in all parts of Canada are cause for alarm," the statement said. "Already the number of workers looking for jobs is nearing the 500,000 mark. At the same time the number of job opportunities is falling. Information available to the committees indicates that well over 100,000 more workers are without work now than were at this time a year ago; at the same time the number of jobs available has dropped drastically. In some parts of the country the unemployed total has reached approximately 15 per cent of the labour force, well over the danger point."

Joint Sub-committee

In order to bring influence upon the governments the committees established a joint sub-committee composed of Gordon G. Cushing, General Secretary-Treasurer of the TLC; Donald MacDonald, Secretary-Treasurer of the CCL; Eugene A. Forsey, Director of Research of the CCL; and Leslie E. Wismer, Director of Public Relations and Research of the TLC.

The decision to take joint action on the unemployment question followed the committees concluding that the matter of co-operation called for a three-phase program: "The immediate problems facing both congresses, intermediate matters that need to be resolved before the long-range goal of organic labour unity—the third phase—can be reached".

The members of the two committees are: TLC—President Percy R. Bengough, General Secretary-Treasurer Gordon G. Cushing and Vice-presidents William Jenoves and Claude Jodoin; CCL—President A. R. Mosher, Secretary-Treasurer Donald MacDonald and Vice-presidents C. H. Millard and George Burt.

TLC and CCL Reach No-Raiding Agreement

The TLC and the CCL have agreed, in principle, not to raid each other's membership. Instead, they will direct their energies towards the organization of the unorganized.

The agreement was reached at a joint meeting of the committees from each congress set up to explore the possibility of closer co-operation and eventual unity between the two organizations (*see* above).

A joint statement issued after the meeting said: "The two committees agreed that co-operation between their two bodies and all of their many affiliated organizations would be possible only if all affiliates could agree to avoid enticing members from one organization to another. With a view to removing these practices from the fields embraced by the affiliated memberships of both congresses, the committees agreed in principle that the energies of both bodies and of their affiliates should be directed towards organization of the many thousands of Canadian workers who as yet have none of the benefits of union organization, and that all should refrain from enticing already organized members from one organization to another. When the details of this agreement have been worked out they will be submitted to the annual convention of the two congresses for approval and thereafter to their respective affiliates for their ratification."

10,000 More Graduates

A total of 12,132 young Canadians are now completing their final year in university and preparing for graduation this spring. Another 2,929 are in their final year of post-graduate studies. Because of failures, drop-outs and returns for post-graduate work, not more than 10,000 graduates are expected to be seeking immediate employment this spring.

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Will Know Soon if Slump Is Coming—Dr. James

"The next three months will show whether we are headed for a real depression," said Dr. F. Cyril James, Principal of McGill University, in an address to the Canadian Club in Vancouver last month.

While warning that the months ahead were "critical," Dr. James gave assurance that there was no need for panic.

"The extent our economy will go up or down is unpredictable," said the internationally-known economist.

Curbing a slump in business activity does not necessarily mean immediate wage reductions, he declared, adding: "That is not the point at which to begin. That point is the reduction of taxes, and the increased efficiency of labour and management."

Industrial Employment Moves Downward

Industrial employment moved downward at the beginning of November, the Dominion Bureau of Statistics has reported.

It was the first general decline since early last spring. It was also the first time since early 1950 that a comparison with a year earlier was unfavourable.

Labour-management disputes contributed to lower levels of activity, the Bureau pointed out.

Index Readings

The Bureau's industrial employment index for November 1 stood at 115·7 compared with 116·9 a month earlier and 116·2 at the same time in 1952. Reversing the trend followed since April 1, the weekly payrolls index declined to 157·2 from 158·7 a month earlier. The November 1 index, however, was the second highest in the record, exceeding by 4·7 per cent the November 1952 index of 150·1. At $58.14, the latest average of weekly wages and salaries established a new maximum, slightly above the October 1 per capita figure, and 4·5 per cent higher than at November 1, 1952.

The fluctuations recorded in the various industrial divisions were largely seasonal in character. Three major groups showed improvement—forestry, trade, and finance, insurance and real estate. The gain in logging was below-normal and the index was lower than at November 1 in any year since 1949. Employment in trade was the highest on record for November 1, being exceeded only at December 1, 1952.

Manufacturing reported a decline of 1·9 per cent in employment, the largest in any month since January 1, 1952. For the first time since July 1, 1952, employment therein was below its level 12 months earlier, the latest index being 0·5 per cent lower than at November 1, 1952. The release of seasonal workers by fruit and vegetable factories occasioned losses, as compared with the preceding month, and strikes in British Columbia lumber mills were also a factor. The loss of 3 per cent in construction was smaller than that recorded a year earlier, when the index was higher than at present. The contraction in employment in transportation (1·6%), and in the service industries (2·5%), approximated the declines at November 1, 1952.

TWUA Asks 4-Point Plan To Ease Textile Idleness

Declaring that the Canadian textile industry was "on the brink of disaster" and criticizing the "apparent apathy" of the Government, the Textile Workers Union of America (CIO-CCL), in an open letter to Prime Minister St. Laurent, last month urged the immediate implementation of a four-point program to alleviate unemployment. The letter followed by two months the meeting of a TWUA delegation with the Cabinet last November 17 (L.G., Dec. 1953, p. 1734).

The Four Requests

The letter, signed by the union's Canadian Director, J. Harold D'Aoust, asked the Government to:—

1. Limit textile imports immediately to the extent necessary to allow the continued existence of the Canadian textile industry.

2. Advance defence orders and other textile requirements of the federal Government at once to those textile areas in a depressed condition, irrespective of whether these areas tender the lowest bid.

3. Further strengthen the anti-dumping regulations to protect Canada's textile industry against foreign dumping.*

4. Until agreement is reached on such a program, desist from taking any action with regard to a commercial treaty with Japan.

The letter cited several recent closings of textile mills in Ontario, Quebec and the Maritimes.

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*An amendment to the Customs Act to prevent the dumping of end-of-season or end-of-line products, effective from midnight, December 7, was recently passed (see p. 229).

Unemployment Reaching "Critical" Stage—CCL

A committee of the Canadian Congress of Labour has declared that unemployment is "rapidly approaching a critical stage". The CCL's Political Action Committee said, in a statement issued at the conclusion of a two-day conference in Toronto last month, that "we are face-to-face with the most serious unemployment condition the country has experienced since before the war".

All provinces were represented at the meeting. Delegates expressed concern about the number of out-of-work Canadians, which "far exceeds the usual seasonal trend," the committee's statement said.

"The present scale of unemployment benefits is quite inadequate" to meet the situation, asserted Henry Weisbach, Executive Secretary of the CCL Political Action Department.

Govt. Action on Idleness Urged by CIO President

CIO President, Walter P. Reuther has called for government action to halt rising unemployment in the United States. He made his appeal in letters to President Eisenhower and U.S. Labor Secretary James P. Mitchell.

Mr. Reuther's letters followed closely predictions of decreased employment and production for 1954 by U.S. economists, business experts and George Meany, President of the American Federation of Labor (L.G., Jan., p. 19).

In his first letter, Mr. Reuther asked President Eisenhower to "call at the earliest practicable date a broad, representative conference to discuss ways and means of maintaining full production and full employment".

"Clearly, a recession has set in," the letter stated. "So far the decline has been small over-all, but its impact has already been severe in some industries and areas, particularly in farm equipment. This decline is a warning that can be ignored only at our peril."

Mr. Reuther mentioned two industrial areas in particular as being hard hit: Detroit, the centre of the automobile industry, and cities in Illinois and Iowa which have farm equipment factories.

The CIO President declared there were enormous unmet needs for consumer goods in the United States, and a tremendous backlog in housing, hospitals, schools and highways. He said there were "indescribable great needs" among the people of foreign countries. By helping these people to help themselves, he said, "we not only will contribute toward maintaining full employment at home but also strengthen freedom in the world".

In his second letter, addressed to U.S. Secretary of Labor Mitchell, Mr. Reuther urged specific measures to meet the problem of rising unemployment.

The recommendations followed the outline of resolutions adopted at the CIO's National Full Employment Conference in Washington in December.

Recommended were increases in unemployment insurance benefits, minimum wages and old age pensions, and extension of the coverage of all three services; an increase in personal income tax exemptions; and enactment of a farm program that would assure full equity to farmers.

Referring to the CIO meeting in Washington, Mr. Reuther said "we were not there convened for an academic discussion of employment statistics but to urge prompt and effective action to get workers back on the payroll producing things that people need. The unfilled needs of America can provide steady employment for the entire work force for as far ahead as anyone can see."

U.S. Unemployed Likely Number Over 2 Million

Almost 467,500 new applications for unemployment benefits were filed in the United States during the week ending January 9—the largest weekly number since August 1945, the U.S. Department of Labor reports.

For the week ending January 2, a total of 1,816,000 persons were receiving unemployment compensation, the Department said, but stressed the 467,500 new applicants could not properly be added to the 1,816,000 claims as many workers find work soon after applying. (The Census Bureau reported 1,850,000 unemployed in December.)

Only about 36,000,000 workers are covered by the unemployment compensation program and it is assumed some of those not covered are also not working. Therefore it is possible more than 2,000,000 of the nation's 60,000,000 workers were unemployed during January.

Unemployment increased 226,800 from December 26 to January 2, whereas in 1953 for the week ending January 3 there was an increase of 212,000, making a total of 1,152,000 unemployed at that time.

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Weekly, Hourly Wages Rise Slightly in Nov.

Wage increases in some industries and seasonal changes in industrial distribution resulted in a small rise in average weekly wages in manufacturing at the beginning of November to $56.88 from $56.69 a month earlier, according to the Dominion Bureau of Statistics. The average work-week was insignificantly lower at 41·4 hours compared with 41·5 and average hourly earnings rose to 137·4 cents from 136·6 cents.

Canadian labour income in October amounted to an estimated $1,009,000,000, a small decline from the preceding month's $1,012,000,000 but a rise of 6·7 per cent over 1952's October total of $946,000,000. This brought the cumulative total for the January-October period to $9,669,000,000, a gain of 9·3 per cent over the preceding year's comparable figure of $8,849,000,000.

Total Income Declines

A decline of $5,000,000 in total wages and salaries for manufacturing was the most important contributory factor to the downturn in labour income as compared with September. The loss was distributed among such component groups as food and beverages, textile products and clothing, saw and planing mills and motor vehicles. There was also a reduction of $3,000,000 in the total for the primary industry group with agriculture and fishing totals seasonally lower, and the seasonal increase for logging less than a year ago.

During October, labour income increased by $1,000,000 for construction and for the distributive industries, and by $3,000,000 for the finance and services group. The continuing high level of activity in residential building more than counterbalanced the diminution in non-residential construction. The seasonal advance registered in trade was larger than the decline in transportation, storage and communication. The increase in the finance and services group occurred largely in the private service sector.

Two More Provinces Sign Rehabilitation Agreement

Newfoundland and Alberta have signed agreements with the federal Government for the co-ordination of rehabilitation services for disabled persons, it was announced last month. Saskatchewan, New Brunswick and Manitoba signed agreements late last year and similar agreements are being studied by other provinces.

Hon. Milton F. Gregg, Minister of Labour, said that the signing of each of these provincial agreements was an important step forward toward a complete national system of rehabilitation, through which any handicapped Canadian could be helped to gain his place in the community, regardless of where he lived or what his disability was.

Agreements' Provisions

The agreements signed by Newfoundland and Alberta, like those signed by the other three provinces, provided that the federal Government would spend up to $15,000 in the fiscal year ending March 31, 1954, to match expenditures by the provinces, on a dollar-for-dollar basis.

The specific purpose of these agreements, the Minister stated, was to aid the province in the appointment of a Provincial Co-ordinator of Rehabilitation and the maintenance of his office and staff. The Co-ordinator would be a member of an inter-departmental rehabilitation committee to be established within the province. His duties would include the setting-up of local committees throughout his province to draw together all those bodies in the community interested in the welfare of disabled persons, for the purpose of developing a co-ordinated plan for their rehabilitation. He would also organize a provincial case-finding and case-referral system.

The Provincial Co-ordinator would work closely with the National Co-ordinator, Civilian Rehabilitation, attached to the Department of Labour. The National Employment Service would continue to handle the placement in employment of rehabilitated workers.

These agreements grew out of recommendations of the National Advisory Committee on the Rehabilitation of Disabled Persons, made up of representatives of private welfare agencies, labour and management, the universities, the medical profession, and the federal and provincial Governments.

House Construction Still Increasing

The upward trend in the construction of new dwelling units was continued in November when 8,339 were started, compared with 7,664 in the corresponding month of 1952, and 10,608 were completed compared with 9,716, according to advance figures released by the Dominion Bureau of Statistics. In the first 11 months of 1953, starts increased to 98,317 from 79,514 in the like 1952 period and completions rose to 85,124 from 66,011.

232,000 New Households In 27-Month Period

Total number of households or occupied dwellings in Canada's ten provinces increased by 232,000 from 3,409,000 to 3,641,000 in the period of approximately 27 months from the time of the 1951 Census to September last year, according to results of a special survey of housing characteristics and household equipment in private homes by the Dominion Bureau of Statistics.

About 73 per cent of the augmented number of dwellings was in single detached houses, which increased by 172,000 to 2,448,000 units. Of the ten-province total, 2,451,000, or slightly more than two-thirds, were owned by the occupants.

Among tenants of the 1,190,000 rented dwellings, the largest group by rental size was 220,000 paying $30 to $39 a month, followed by 176,000 paying over $70, 159,000 paying $40 to $49, 119,000 paying $50 to $59, 117,000 paying $25 to $29, and 96,000 paying $60 to $69. Below the $25 level were an estimated 81,000 paying $20 to $24, 60,000 paying $15 to $19, and 65,000 paying less than $15. The remainder of the rented total is made up of 97,000 rent free.

Plan for Financial Aid To Disabled Approved

A plan for providing financial aid to totally and permanently disabled persons in Canada was approved at a conference of provincial representatives in Ottawa last month. The conference was presided over by Hon. Paul Martin, Minister of National Health and Welfare.

A statement issued after the conference said "there was general approval of the federal Government's declared intention to introduce enabling legislation providing for a system of federal-provincial allowances for the totally and permanently disabled".

It is expected, said the statement, that when the federal legislation has been enacted, there will be a further federal-provincial meeting to discuss regulations following the precedent set for the Old Age Assistance Act and the Blind Persons' Act.

All ten provinces were represented at the conference where questions of eligibility, age, residence, allowable income and other important matters to be involved in the legislation were discussed.

While all details have not been settled, it is believed the plan will eventually provide allowances of $40 per month for those qualified between the ages of 18 and 65 years. The federal and provincial Governments will share the cost of the payments on a 50-50 basis with the provincial Governments meeting administrative costs.

At present, three provinces have disability-allowance programs of their own. They are Alberta, Newfoundland and Ontario.

Immigration Up 0.4% In First 11 Months

Immigration to Canada during the first 11 months of 1953 totalled 157,638, an increase of 0·4 per cent over the total of 157,036 in the corresponding period of 1952, according to statistics released by the Department of Citizenship and Immigration.

In the 11-month period of 1953 the largest number of immigrants, 65,830, came from North European countries. Of these, 33,088 were of German origin and 20,045 were Dutch.

In the same period 44,651 persons of British origin arrived.

The number of arrivals from the United States in the January-to-November period totalled 8,628, only nine more than the number of 1952 arrivals.

Immigration during November totalled 13,916, an increase of 29 per cent compared to the 10,800 in the same month of 1952. Immigration from the British Isles increased three per cent to 4,261, the United States 16 per cent to 832, North European countries 34 per cent to 4,262, and other nations 65 per cent to 4,561.

Annual Labour Standards Bulletin off the Press

The 1953 edition of the mimeographed bulletin issued annually by the Department of Labour under the title "Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation" is now available for distribution. The pamphlet is a useful source of information as to the standards set under various provincial labour laws.

The principal changes made in these standards during the year were in the two fields of minimum wages and workmen's compensation. These are summarized in a foreword to the bulletin.

Copies of the pamphlet in English and French may be obtained from the Publications Division, Department of Labour, Ottawa, at a price of 10 cents each.

Two Controversial Bills Enacted in Quebec

The Quebec Legislative Assembly adopted in January two bills of labour interest, one denying the rights of recognition to unions who tolerate communists among their officers or organizers, the other decertifying unions whose officers encourage strikes in public services.

Bill 19 amends the Labour Relations Act by adding the following paragraph:—

An association which tolerates, among its organizers or officers, one or more persons adhering to a communist party or movement cannot, for the purpose of this Act, be regarded as *bona fide* association and its recognition, as contemplated by this section, as the representative of a group of employees or of employers, shall be refused or revoked, as the case may be.

Bill 20

Bill 20 amends the Public Services Employees Dispute Act by adding the following:—

Any association which orders, declares or encourages, or whose directors order, declare or encourage, or whose members carry out a strike or lockout prohibited by this act shall forfeit, *ipso facto* and by operation of law, the right to be recognized and to act as the representative of a group of employees or employers, as the case may be, within the meaning of the Labour Relations Act.

Nevertheless the Labour Relations Board may, subsequently, again recognize such association as the representative of such a group and grant it a certificate accordingly, whenever, for reasons which it deems valid, it deems it advisable to do so.

These two measures were strongly denounced by the leaders of the three main labour federations in Quebec.

March of 800 Unionists Protests New Que. Laws

More than 800 members of two labour federations participated January 22 on a "March on Quebec" to protest the enactment of Bills 19 and 20 by the provincial Legislature (*see* above).

The march, by members of the Canadian and Catholic Confederation of Labour and of the Quebec Federation of Industrial Unions (CCL), was also made to draw public attention to "the existence of particularly distressing social conditions" in the province.

A special train brought marchers from Montreal to Quebec.

The demonstration was orderly. It ended with a meeting, attended by more than 2,000 persons, at the Palais Montcalm.

The meeting was under the joint chairmanship of R. J. Lamoureux, President of the CCL's Quebec federation; Albert April, President of the National Federation of Leather and Shoe Workers of Canada, Inc.; Gérard Picard, CCCL General President; Jean Paul Tessier, President of the Canadian Brotherhood of Railway Employees for Quebec; Horace Laverdure, President of the Central Council of National Unions of Montreal; and Gérard Rancourt, President of the Montreal Labour Council (CCL-CIO). Others who addressed the meeting were: Jean Marchand, CCCL general secretary; Leo Cuindon, President of the *Alliance des instituteurs catholiques de Montréal;* Romeo Mathieu, Secretary of the CCL federation; and Philippe Vaillancourt, CCL Regional Director.

No TLC Participation

The Trades and Labour Congress of Canada did not officially take part in the demonstration but a number of its members participated.

The meeting adopted a resolution declaring among other things "its firm determination to keep on fighting the spirit behind Bills 19 and 20 as long as that spirit has not been entirely removed from our labour legislation".

CCCL Asks Que. Cabinet To Adopt Labour Code

The Canadian and Catholic Confederation of Labour, presenting its annual brief to the Quebec Cabinet at the end of December, requested the provincial Government to adopt a labour code, to reform the Labour Relations Board and to set up an industrial relations committee within the Legislative Assembly.

The labour delegation, headed by Gérard Picard, CCCL General President, was received by the Hon. Maurice Duplessis, Premier of Quebec.

Draft Law Recommended

Pointing out that the Superior Labour Council recently referred to the Government a draft law that it had adopted unanimously and that constituted a complete re-shaping of the province's main labour laws, the CCCL requested the Government to accept this document in its entirety and to submit it to the Legislative Assembly at its present session.

In its very brief memorandum, the CCCL also asked the provincial Government to amend the structure of the Labour Relations Board, placing it first of all on a tripartite basis, representing the trade

unions, employers' organizations and the public, and then divorcing it from the provincial Civil Service.

The CCCL also believes that the jurisdiction of the Board should be limited to problems arising from the certification of union organizations of workers, in so far as their representative nature is concerned, to management functions exclusive of collective bargaining, to the advisability of ordering a vote of representation by secret ballot and other questions of a similar nature.

"The Board," said the brief, "should not be able to revoke a certificate of union recognition unless the reasons which justified the certification no longer exist."

Premier's Reply

The CCCL asked the Government to set up an industrial relations committee in the Legislative Assembly. Such a committee, the brief stated, would enable the legislators to gain a better understanding of the meaning and the scope of labour legislation.

In his reply to the delegation, Premier Duplessis stressed the fact that the Superior Labour Council is not supposed to take the place of the elected representatives of the people but its role is to study and to submit recommendations to those elected representatives.

"The Superior Labour Council," he said, "is not supposed to replace government by the Legislative Assembly."

With regard to the CCCL's request that members of the Labour Relations Board should not be officials of the provincial Government, the Premier pointed out that this would deprive them of the right to receive the civil service pension.

Industrial Relations Committee

As for the establishment of an industrial relations committee in the Legislative Assembly, the Premier said that it would be easy to carry this out but reminded the delegation of the existence of the Superior Labour Council, "to which you can impart your opinions just as you would to a committee".

A second part of the CCCL brief contained a statement of the principal requests presented to the provincial Government during the last few years.

N.Y. Bill Would Delay Strikes Harmful to Public

A bill submitted last month to the New York State Legislature would give the State Industrial Commissioner power to bar strikes affecting the public interest during a 30-day cooling-off period.

Under the proposal, the parties to the dispute would be barred by law from instituting a strike or lockout for 30 days after the Industrial Commissioner appointed a board of inquiry.

There would be no need for the Commissioner to apply for an injunction, as is the case under the Taft-Hartley Act.

During the cooling-off period, the board of inquiry would examine the causes of the dispute. It would have power to hold public hearings, subpoena witnesses, examine records and make recommendations.

UIC's 12th Annual Report Is Now Available

The 12th annual report of the Unemployment Insurance Commission for the fiscal year ending March 31, 1953, has been published. Copies are available from the Queen's Printer, Ottawa.

The balance in the Unemployment Insurance Fund at March 31, 1953, was $851,585,164.66 compared with $778,199,351.43 at the end of the previous year, an increase of $73,385,813. Revenue from all sources was $209,207,051.84 and expenditure $135,821,238.61. During the fiscal year 1952-53, the benefits paid amounted to 64·9 per cent of the total revenue for that year.

Major Amendments

Several major amendments to the benefit provisions of the Unemployment Insurance Act were made in 1952. Higher rates of benefit came into effect in July 1952, reflecting the rise in wage levels. The Commission was given power to prescribe by regulation the conditions under which the waiting period may be deferred in the case of a second or subsequent benefit year which commences during a period of unemployment. The Act was amended to extend the period for which supplementary benefit might be paid from March 31 to April 15. By a change in the Regulations the condition under which benefit may be paid to persons who are laid off as a result of a plant shutdown for an annual vacation were made more liberal. There was an easing of the special contribution requirements for married women claiming benefit in the two years immediately following marriage. The Regulations were also amended to provide equal treatment for persons on a five-day week and on a six-day week.

The main sections of the report deal with unemployment insurance, employment, and administration of the Commission.

Canadians' Health Bill $373 Million in 1950-51

Of the six regions of Canada, British Columbia families spend an average of $100 a year on health care, considerably more than families in the other five, the Dominion Bureau of Statistics disclosed in its fourth report on the 1950-51 Sickness Survey. First of its kind, the survey was initiated by the Department of National Health and Welfare and was conducted with the collaboration of the ten provincial health departments.

Actual Payments

The survey covered actual payments during a 12-month period for all items of health care by families of different sizes and incomes. In this connection, the report points out that care provided under public programs, different types of prepayment plans, and other factors must be taken into account in interpreting regional differences.

Average expenditure per family in British Columbia was 22 per cent above the all-Canada average of $82 per family and nearly four times the average $28 spent by families in Newfoundland, where expenditure was lowest. Quebec had the second-highest average ($86) and was followed by Ontario ($83), the Prairie Provinces combined ($77), and the Maritimes ($72).

All told, the nation's 4,555,000 families spent an estimated $373,800,000 on health care during the survey year.

Canada Has Third Best Doctor-Inhabitant Ratio

Of the countries of the world Canada has the third most favourable ratio of inhabitants to physicians, according to the fourth edition of the Statistical Year Book of the United Nations. Canada had 900 inhabitants for every physician in 1950. This is an increase from 1940, when the proportion was 1,000 to one.

The countries with the best ratios were Switzerland and the United States. In 1950 they had 700 and 750 inhabitants per physician respectively.

Ethiopia had 150,000 persons for every physician in 1950.

The Year Book, in its report of more than 160 countries and regions, gives the number of physicians, dentists, midwives and pharmacists, the number of inhabitants per physician and the number of hospital beds. It is pointed out that owing to the different definitions used it is difficult to provide strictly comparable figures for each country; but the information nevertheless does make it possible to see the broad differences between the highly developed and underdeveloped countries.

Hospitals' Bed Capacity Grows 26% in Decade

In less than a decade the number of patients admitted to public hospitals in Canada jumped 74 per cent from 1,008,822 in 1943 to 1,760,052, while the bed capacity of hospitals increased about 26 per cent, the Dominion Bureau of Statistics reveals in Volume I of its latest issue of the *Annual Report Of Hospitals*.

The 777 hospitals reporting to the Bureau for 1952 had a rated capacity of 68,033 beds as against 53,938 reported by 613 hospitals in 1943. However, the average number of beds per hospital actually declined during the nine years to 87·6 from 88, and the ratio of public hospital beds per thousand Canadians rose only slightly to 4·72 from 4·57.

More Graduate Nurses

Public hospitals reporting an approved school of nursing decreased to 153 in 1952 from 159 in 1951, continuing the trend evident since 1934. Nevertheless, the number of students graduated increased nine per cent to 4,569 in 1952. Despite the increase, however, facilities were available for an even larger number of students, the potential graduation total exceeding the actual number graduated by 1,150.

Average hours worked per patient per day by paid personnel in 630 of the reporting hospitals was 8·8 hours in 1952, ranging from 4·2 hours in chronic disease hospitals to 10·6 in communicable disease hospitals. In general hospitals it was 9·4 hours.

PEI's 1st Trades Council Formed in Charlottetown

Prince Edward Island's first Trades and Labour Council was formed in Charlottetown last month. Five local unions in the city and district form the new Council.

President of the Council is J. M. MacAlduff. Other officers are Allison Horne, Vice-president; K. R. MacMillan, Secretary; M. E. MacDonald, Treasurer.

Mrs. Jennie Mobley Green, widow of the late William Green, President of the American Federation of Labour, died December 13. She was 83 years old. Her husband died November 29, 1952 (L.G., Dec. 1952, p. 1572).

Health Insurance Scheme Expanding in India

India's health insurance scheme is steadily expanding and prospering, according to the *Labour Gazette,* monthly publication of the Government of Bombay.

The scheme, financed by contributions from employers and employees, was started in 1949 by a loan from India's central Government. The loan has now been re-paid in full.

About 12,000 employers from all parts of India contribute to the plan even though the scheme has not been introduced in several areas. However, it is expected that in the next two years 2,000,000 workers will be covered.

At present the scheme in the Kanpur area alone has 41 full-time doctors and 15 full-time dispensaries including two mobile units to treat industrial workers.

Plans are now being made to expand the insurance program to Bombay, West Bengal, Madras, Mysore and Pradish. By some time this year it is hoped the scheme will be implemented in all areas having industrial concentrations of 5,000 workers or more.

Representatives of Blind Urge End of Means Test

A blindness allowance, free from a means test and payable to all sightless persons between the ages of 21 and 70, was urged in a brief presented to the Cabinet in December by a delegation of the Canadian National Institute for the Blind and the Canadian Council of the Blind.

Under present conditions blind persons under 70 years of age receive $40 per month if they are single and earn less than $840 a year, or are married and have an income not more than $1,320. Blind persons over 70 receive the $40 monthly regardless of the amount of their income.

"Adds to Frustration"

"As it is, the means test holds back the allowance recipient from his full earning capacity lest his income forfeit his allowance and yet not be sufficient to provide a livelihood in its own right," the brief said. "Moreover, the means test only adds to the frustration and fear confronting the newly blind who meet their handicap in adult life.

"It undermines ambition and retards the rehabilitation process. A blindness allowance free from the restricting means test can be a positive restoration of self-confidence," it added.

The brief was presented by a delegation of six: Col. E. A. Baker, Managing Director of the CNIB; Mrs. Sadie Bending, President of the Canadian Council of the Blind; Hugh Lacey, R. Goulding, Capt. M. C. Robinson and Philip Lainess.

Fewer Blind Persons Receive Allowance

The number of blind persons in Canada receiving allowances under The Blind Persons Act decreased from 8,230 at September 30, 1953, to 8,184 at December 31, 1953.

The federal Government's contributions under the federal-provincial scheme totalled $725,345.60 for the quarter ended December 31, 1953, compared with $731,658.05 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $5,896,368.11.

At December 31, 1953, the average monthly allowance in the provinces ranged from $37.05 to $39.60. In all provinces the maximum allowance paid was $40 a month.

Vol. V of Census Results Ready; Deals with Labour

The fourth of the series of 11 volumes containing results of the 1951 Census of Canada, Volume V dealing with characteristics of the wage and salary earner segment of the labour force, is now ready for distribution.

Volume V is concerned primarily with earnings and employment of wage and salary earners 14 years of age and over. Persons in this segment of the labour force are classified according to occupation, industry, age, etc., to show: (1) earnings from wages and salaries, and (2) weeks of employment, for the 12 months prior to the census date (June 1, 1951) for provinces, large cities and towns, and census metropolitan areas. Less detailed information on earnings and employment is published for counties or census divisions and incorporated urban centres of 1,000 population and over.

Wage and salary earners are also classified in this volume by occupation and industry groups according to hours worked during the week ending June 2, 1951, for provinces and census metropolitan areas.

In addition, the volume contains some data for persons without jobs and seeking work and persons 14 years of age and over not in the labour force.

Price of Census Volumes is $3 per copy and $25 for the full set of 11 volumes.

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More Canadians Receive Old Age Assistance

The number of persons receiving old age assistance in Canada increased from 91,021 at September 30, 1953, to 91,865 at December 31, 1953.

The federal Government's contributions under the federal-provincial scheme totalled $5,090,883.71 for the quarter ended December 31, 1953, compared with $5,051,735.78 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $36,539,695.96.

At December 31, 1953, the average monthly assistance in the provinces paying a maximum of $40 a month ranged from $33.42 to $37.83, except for one province where the average was $25.87. In Newfoundland, which pays a maximum of $30 a month, the average was $29.22.

U.S. Old Age Pensioners Total Almost Six Million

The United States Bureau of Old-Age and Survivors Insurance reports that 5,970,000 persons were receiving benefits under the Social Security System at December 31.

This is almost double the 3,000,000 in September 1950, when the program was expanded to include self-employed persons and regularly employed farm and household workers. In December 1952, the number of recipients totalled 5,000,000.

The Bureau estimated that about 40 per cent of all elderly persons without income from employment were receiving old-age and survivors insurance payments and about 45 per cent of all children under 18 whose fathers have died were getting the survivors' allowance.

Of the December 31, 1953, social security beneficiaries, nearly 3,250,000 were retired men and women workers aged 65 and over. This is almost 600,000 more than the December 1952 total.

Payments to Dependents

Benefit payments based on the accounts of retired insured workers on December 31 were going to 885,000 wives or dependent husbands 65 years or over or to wives with minor children in their care. The increase over December 31, 1952, was 146,000.

Children who had lost a parent and were receiving benefits totalled 1,055,000, about 100,000 more than at the end of the previous year.

About 563,000 aged widows, widowers and aged dependent parents were getting survivors' insurance at the end of 1953. This is an increase of 87,000 over the number a year earlier.

Total benefit payments for 1953 equalled $3,000,000,000. The administrative expenses for the same period were $90,000,000.

Proposes Drastic Change In U.S. Pension Program

Acceptance of the proposition that today's workers support today's aged is contained in a new proposal to revise the social security system in the United States. The proposal, introduced by Representative Carl T. Curtis, Chairman of the Social Security Subcommittee of the U.S. Congress, rejects the original "insurance" principle that each worker builds up a retirement fund for himself.

Under the Curtis plan, a social security trust fund would be set up and maintained as a "cushion" rather than as an insurance reserve. Congress would adjust benefits and then adjust taxes accordingly. Thus the Curtis plan, while maintaining the trust fund, would be a form of "pay-as-you-go" system.

The plan includes proposals to bring an additional five million aged persons into the federal social security system, raise the present minimum retirement benefit, and extend coverage to most occupations not now covered.

National Safety Group Formed in January

A national industrial safety organization has been formed. After three organizational meetings, the formation was announced early in January of the Canadian Industrial Safety Conference.

The purpose of the new organization is to speak with a national voice on the subject of safety of all workers covered by the ten provincial Workmen's Compensation Acts. It will be comparable to the National Safety Council in the United States.

The CISC will act as a clearing house for information on accident prevention, will assist in developing codes of safety practices, promote the making of safety films and sponsor the annual safety campaign each October.

One major purpose will be to gather statistics on industrial accidents and compile them on the basis of national totals by industry.

Membership in the Conference will include industrial accident prevention associations, workmen's compensation boards,

departments of labour, and large industrial organizations such as the CNR, CPR and Bell Telephone Company.

Officers of the new safety organization are: President, Wills Maclachan, Electrical Employers Association of Ontario, Toronto; Vice-presidents, R. C. Patterson, New Brunswick Accident Prevention Association, Saint John, and E. E. Owen, Workmen's Compensation Board, Edmonton; Secretary-Treasurer, R. G. D. Anderson, Industrial Accident Prevention Associations, Toronto; Executive Member, T. H. Miller, Quebec Association for the Prevention of Industrial Accidents, Montreal.

The next meeting of the group will be in Toronto April 7.

Eisenhower Recommends Social Security Extension

Ten million additional workers in the United States will be brought into that country's social security system if President Eisenhower's recommendations are approved by Congress. The President made his recommendations in a message to Congress last month.

Nearly 70 million persons and their families are now covered by the Old Age and Survivors Insurance system, and some six million persons are already its beneficiaries, the President revealed in his message. He said that despite shortcomings which can be corrected, the system is basically sound.

In offering measures for the expansion and improvement of the system, the President said he was determined to preserve its basic principles, the two most important of which are employer-employee contributions and relation of benefits received to earnings.

The President's chief recommendation was to increase the number of persons covered to about 80 million. The new groups would include self-employed farmers, professional people, more farm and domestic workers and, on a voluntary group basis, state and local government employees, clergymen and several smaller groups.

Other Recommendations

Other recommendations were: (1) that retired workers be allowed to earn more and still draw benefits; (2) that benefits in general be increased; (3) that a new formula be set up so workers can earn additional benefit credits; (4) that benefit credits of workers with uneven incomes be improved by dropping the four lowest earning years in computing their averages; and (5) that benefit rights of workers who become disabled be secured.

Jurisdictional Dispute Ends after 25 Years

Two unions of the American Federation of Labor last month ended a 25-year jurisdictional war.

The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers and the International Association of Bridge, Structural and Ornamental Iron Workers have agreed on the types of work members of each union will perform.

Provincial Labour Organizations Submit Briefs

New Brunswick Federation of Labour (TLC)

Amendments to the Labour Relations Act and the Workmen's Compensation Act were two of 38 recommendations in the brief submitted by the New Brunswick Federation of Labour (TLC) to the provincial Government January 5.

The brief suggested revision of the Labour Relations Act to include government and municipal employees, to provide a better system of union voting and to strengthen the jurisdiction of the Labour Relations Board, giving it the power of final decision in all matters covered by the Act.

Eleven changes in the Workmen's Compensation Act were requested, including an increase in compensation rates and compensation to widows and children.

The Federation urged that it be made illegal to issue a court injunction in connection with a legally-conducted strike until the union has had an opportunity to be heard.

Pointing to the large number of spoiled ballots in recent elections, the brief urged the adoption of a system of uniform ballots to be used in all provincial, municipal and civic elections.

Other things requested by the Federation included a five-day 40-hour week,

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vacations with pay, pay for public holidays, a nation-wide social security plan, greater facilities for home building, a fair employment law, an increase in old age pensions, licensing of certain tradesmen, unemployment insurance for provincial government employees and the publishing of a provincial labour gazette.

The New Brunswick Fire Fighters Association, an affiliate of the Federation, presented a separate brief requesting the provincial Government to adopt a fire department act similar to that in other provinces and demanding compulsory arbitration and a maximum work week of 56 hours for all permanent firefighters in New Brunswick.

The Federation brief was read by President James A. Whitebone, who was accompanied by other members of the executive. Officials of the provincial Government attending the meeting included the Premier, Hon. Hugh John Flemming, and the Minister of Labour, Hon. Arthur E. Skaling.

Saskatchewan Provincial Federation of Labour

The forty-hour work week and minimum wages of 85 cents per hour were asked by the Saskatchewan Provincial Federation of Labour (TLC-AFL) when it presented its annual legislative brief to the provincial Cabinet November 30.

Under a section dealing with hours of work, the brief requested that all workers in Saskatchewan cities be immediately included in the provisions of the Hours of Work Act and that all present exemptions be cancelled. The Federation renewed its request for a 40-hour work week in all cities and in the Flin Flon area.

The provincial Government was asked to raise the minimum wage to 85 cents per hour "or such higher figure as may be considered necessary for the maintenance of the welfare of the people".

Enactment of a Fair Wage Act to supersede the present Minimum Wage Act was requested. Under the Act, a five-man Fair Wage Board would have the power to set fair rates of wages in specified works or undertakings, the brief proposed.

Declaring that the Saskatchewan Apprenticeship Act as presently constituted is "totally inadequate," the Federation asked that regulations be more rigidly enforced, that the Apprenticeship Board meet more regularly, that all employees entering the designated trades be registered apprentices or holders of certificates of status, and that no employer or employee coming under the jurisdiction of the Act or regulations be excluded from the operations of the Act.

The Federation congratulated the provincial Government for its policy of requiring all government departments to purchase goods from and engage the services of businesses having collective agreements with *bona fide* unions. It asked the Government to do the same with regard to sub-letting of contracts.

Other requests included the abolition of split shifts, the enactment of a provincial statute providing minimum standards for the heating industry, equal labour representation on public bodies, and amendments to the Trade Union Act, the Holidays with Pay Act, the Hospital Act and the Industrial Standards Act.

Cabinet members receiving the labour delegation included the Premier, Hon. T. C. Douglas, and the Minister of Labour, Hon. C. C. Williams.

Manitoba Provincial Executive Committee (TLC)

The appointment of a full-time provincial Minister of Labour was requested by the Manitoba Provincial Executive Committee of the Trades and Labour Congress of Canada when it presented its annual legislative brief to Labour Minister C. E. Greenlay and members of the Industrial Relations Commission November 16. Mr. Greenlay is also Manitoba's Provincial Secretary.

The TLC Committee, headed by Victor B. Anderson, asked for a province-wide 40-hour work week and a minimum wage of 85 cents per hour for both male and female workers.

Several amendments to the Labour Relations Act were requested, including the re-definition of a trade union to exclude any organization dominated by an employer. Other amendments proposed by the Committee would compel employers to adopt the check-off of union dues at the request of a trade union entitled to bargain collectively, strip the Labour Relations Board of its power to determine a unit appropriate for collective bargaining, and establish the right of policemen to organize.

The Minimum Wage Act, said the Committee's brief, should cover domestic, institutional and municipal employees, and the Minimum Wage Board should meet at least four times every year.

Other requests included the extension of the Vacations with Pay Act to the entire province, two weeks' holidays with pay for all employees after one year's service, a raise in the minimum age of persons allowed to work in factories, and an increase in the living allowances for apprentices.

Extracts from Hansard of Interest to Labour

Pensions for Disabled Persons

December 7

Mr. Daniel McIvor (Fort William) moved:

That, in the opinion of this House, the Government should consider the advisability of co-operating with the provincial governments for the purpose of providing pensions, equal to old age pensions, for all those who are incapacitated and unable to earn their living, regardless of age.

He said: Mr. Speaker, for a number of years we have been asking the Government in speeches in this House to consider granting pensions to the incapacitated. We did not get very far and last year we placed this request in the form of a resolution. Splendid support was given by members all over the House. Before the motion was talked out last year the Minister made certain concessions and gave us considerable encouragement. This year the Government and the Minister have suggested in the Speech from the Throne that legislation will be brought down to grant pensions to the incapacitated.

On behalf of those who have supported this resolution so often, I thank the Minister and the Government. I do not think any good purpose will be served by discussing this resolution at this time. If any of us have anything to say we can reserve our remarks until the legislation is brought down, and therefore I would ask permission to withdraw this motion.

Hon. Paul Martin (Minister of National Health and Welfare): ... the Speech from the Throne announced the Government's intention to introduce at this session a scheme that would provide for a dominion-wide provincial assistance program for totally disabled persons. As this is a venture to be shared in with the provinces, they have been communicated with and have been asked first of all whether they would agree to attend a conference at which the Government would hope to lay before it its plans prior to the introduction of the measure in this House. We have been in communication with all the provinces and have heard from eight of them. Seven of the provinces have indicated approval in principle and have generally welcomed the proposal. One province raised certain issues which I am afraid will have to be resolved by negotiation.

I have no strong views on the matter but, after listening to the Hon. Member for Fort William (Mr. McIvor) urge that the resolution be withdrawn, I did think that we might prejudice negotiations that we will have under way early in January preparatory to coming into this House with the legislation. I would think that there would be ample opportunity to discuss this matter when the bill is introduced. If the bill does not satisfy hon. members they will have the opportunity to say so....

Motion withdrawn.

Customs Act Amendment

December 7

Hon. J. J. McCann (Minister of National Revenue) moved for leave to introduce Bill No. 29, to amend the Customs Act. He said: ... Among its administrative functions the customs division of the Department of National Revenue bears the responsibility of appraising all imported goods to ascertain whether they are being imported at a price related to the fair market value in the country of export as defined by the Customs Act.

As ordinary routine, exporters' invoice values, where these appear low, are closely scrutinized to determine whether they comply with the valuation provisions of the Customs Act. When such values are less than domestic market prices in the country of export, proper values are established on which duty and sales tax are based. In addition, a special duty may be imposed under the dumping clause of the Customs Tariff to the extent of the undervaluation.

Section 35 provides the definition of value for duty required in carrying out these functions.

By and large this basis of appraisal of values for customs purposes has worked reasonably well. However, it has been found in practice that the section as it is now worded has not been fully adequate to deal with certain practices which in fact constitute a special kind of dumping.

A number of cases have recently been brought to the attention of the Government where the application of Section 35 of the Customs Act has permitted the importation of manufactured goods into Canada at values which, while strictly speaking the same as those prevailing for the moment in the domestic market of the country of export, are nevertheless abnormally low. The flow of imports resulting from these conditions does not reflect the true competitive position of the Canadian industry concerned. In the textile industry, for example, as the season abroad advances or as inventories of some items accumulate, certain lines are closed out and placed on the market at prices substantially less than

those previously effective. The importation of such goods into Canada at abnormally low prices may cause injury to Canadian industry which is not in any real sense related to its relative efficiency or productivity.

The Government believes that this situation needs to be corrected, and to this end is proposing an amendment to the Customs Act.

The amendment proposed, that is, the addition of subsection 6 to Section 35 of the Customs Act, authorizes the Minister, in cases where he finds prices of manufactured goods have fallen to abnormally low levels as a result of the advance of the season or the marketing period, to appraise the goods concerned for customs purposes on the basis of the weighted average price prevailing in the country of export in a reasonable preceding period not to exceed six months. It is believed that in the circumstances envisaged this will provide a more accurate reflection of the fair market value in the country of origin at the time of exportation to Canada.

This amendment involves no departure from our established trade policy. The Canadian Government has consistently worked for the reduction of trade barriers and the expansion of world trade. We are convinced that this policy is essential to the stability at a high level of employment and prosperity in Canada.

In line with this policy the proposed amendment is directed toward dealing with the problem I have outlined not through any tariff increases or import quotas but by ensuring that the valuation procedures shall be such that the existing tariff rates receive their proper application.

I should make it clear to the House that the proposed amendment is fully consistent with our international obligations. Our trade agreements including GATT recognize the right to deal with dumping. Indeed, if there were no provisions to deal with undervaluation it would not have been possible to make the progress we have made in reducing tariff rates and other barriers to trade.

This revision of the law is designed to help meet the difficulties arising from end-of-season and end-of-line imports which are dumped into Canada at abnormally low prices. Industries which are well organized and reasonably competitive should not be allowed to suffer as a result of this situation.

This proposed change in the law will not, however, help industries whose prices are too high, whose productivity is low, or whose marketing practices are obsolete. What we are trying to ensure is the maintenance of fair competition—that is, fair to producers and consumers alike.

It is proposed to bring this provision into effect as from midnight tonight.

Motion agreed to and bill read the first time.

December 8

Mr. J. M. Macdonnell (Greenwood): I should like to direct a question to the Minister of National Revenue. How far does the Minister consider that the anti-dumping instructions given to customs officials yesterday can be effectively applied to industries other than the textile industry, which he mentioned, and also to other production including agricultural production?

Hon. J. J. McCann (Minister of National Revenue): ... I mentioned the textile industry specifically in my statement yesterday, because, in recent weeks, we had been hearing more about the difficulties which this particular industry has been facing. It will be noted on reference to the bill that no specific mention is made of any particular commodity, and any industry which finds itself suffering unfair competition in the same form as the textile industry would be in a position to receive the same relief from unfair competition....

December 10

Hon. J. J. McCann (Minister of National Revenue) moved the second reading of Bill No. 29, to amend the Customs Act.

Mr. Donald M. Fleming (Eglinton): ... Sir, I do not need, I am sure, to dwell in this House on the importance of the textile industry to Canada. That has been emphasized with feeling and with eloquence in this House not only in past sessions but in recent days by hon. members on both sides of the House, speaking with great knowledge of the textile industry, particularly as it affects employment and prosperity in their own ridings.

The textile industry is a very large employer of labour, and today there exist in that industry acute conditions of unemployment and operations on short time. The Canadian textile industry has been almost exclusively a manufacturer for home consumption. It is not an export industry; but, apart from certain very large industries, there are scattered throughout many communities in Canada a large number of relatively small plants engaged in the manufacture of textiles, and those plants are of great importance to their local communities.

Sir, dumping is an obvious and existing fact. Whence does it come? It comes, sir, from the United States. No one, so far as I am aware, has contended that there has been any dumping from United Kingdom sources. The United Kingdom and the United States are our principal sources of textile imports. It is not therefore to be inferred that this bill is going to affect in any way our imports from the United Kingdom.

The relationship of this bill to GATT would naturally cause all hon. members to examine it closely. I am sure it is the desire of all hon. members that Canada should scrupulously honour all her obligations under the General Agreement on Tariffs and Trade. We do not wish to copy the example, the unfortunate and lamentable example, of the United States Congress in violating not only the spirit but also the letter of GATT.

This measure, as we are assured by the Government, is not a retaliatory measure. As the Minister has clearly pointed out at page 674 of *Hansard,* the General Agreement on Tariffs and Trade specifically contemplates that any member may take measures of this kind to meet conditions of the kind that this bill is intended to meet. He said:

> I should make it clear to the House that the proposed amendment is fully consistent with our international obligations. Our trade agreements including GATT recognize the right to deal with dumping. Indeed, if there were no provisions to deal with undervaluation it would not have been possible to make the progress we have made in reducing tariff rates and other barriers to trade.

Therefore, Mr. Speaker, let us assure ourselves and let us assure Canada that in proceeding along the lines proposed in this bill we are proceeding strictly in harmony with both the letter and the spirit of the General Agreement on Tariffs and Trade.

Sir, what is the principle of the bill, brief as it is? As I understand it, Mr. Speaker, the principle of the bill is to strengthen the Customs Act to prevent dumping. Sir, if that be its principle, then I hope that the House will find itself in a position to give endorsation to it notwithstanding its very manifest inadequacies and imperfections....

Mr. M. J. Coldwell (Rosetown-Biggar): Mr. Speaker, in so far as this measure is intended to prevent unfair trade practices we of course support it. We realize that at the present time great pressure is being brought on members of the House, particularly by working men and women who are feeling the impact of the present conditions, to do something to prevent unfair practices and the onset of difficulties for them. With that point of view we have every sympathy and we are prepared to go along with other members of the House in endeavouring to do everything we can to rectify such a situation. But I want to say this clearly to the House and to the Minister.... I want to impress upon the Minister and the Government that in the carrying out of this particular legislation every care should be exercised to see that the working people who are suffering from the present conditions receive any benefit and consideration that the Minister and the Government can give, but that the public generally must be protected against the industrialists who have exploited the people of Canada and the workers of Canada through this industry in days gone by....

Mr. Solon E. Low (Peace River): ... I do support the principle of the bill because, regardless of the quality of some of the producers of textiles to whom my hon. friend from Rosetown-Biggar referred, if we are going to have a textile industry in Canada, and if it is going to be of any value to the country, it will have to be protected. We might as well face it. What we have got to decide is whether we want the textile industry here. We also have to broaden our minds about it and decide whether we are going to have several other industries in this country which are struggling—one of which is the sugar industry, and some others I have mentioned. There is a whole string of them, and we have to make a decision. I do not uphold the exploitation of labour, of the working people or the consumers in this country by any group of manufacturers. I have no brief for the textile people about whom the hon. member for Rosetown-Biggar spoke. But I do say we have to make up our minds, and make them up soon, as to whether we are going to try to have a textile industry in this country....

December 15

The House resumed, from Friday, December 11, consideration in committee of Bill No. 29, to amend the Customs Act.

Mr. Campbell: I should like to ask the Minister if he has any information as to the quantities of textiles which have been imported into Canada during the past two years?

Mr. McCann: The total imports of fibres, textiles and textile products from the United States—of course, we do get textiles from other countries—for eight months in 1952 amounted to $121,109,373; in 1953, for eight months, it was $16 million greater, making a total of $137,981,961.

On Section 1—*Value for duty where market price has declined.*

December 16

The House resumed, from Tuesday, December 15, consideration in committee of Bill No. 29, to amend the Customs Act.

Section 1 agreed to.

On Section 2—*Coming into force.*

Section agreed to. Title agreed to.

Mr. Speaker: When shall this bill be read the third time? Now?

Mr. McCann moved the third reading of the bill.

Motion agreed to and bill read the third time and passed.

Standard Work Week in Public Service

December 8

Hon. Douglas Abbott (Minister of Finance): Mr. Speaker, I wish to announce that, following consultation with the Civil Service Commission, the departments mainly concerned and the National Joint Council, the Government has decided that the policy of readjusting the working week of operating staffs in the post office, customs and various other operating branches of the public service to the five-day forty-hour week where that is the prevailing practice in the locality, which had been approved and announced in September, will be put into effect April 1 next.

Working arrangements will have to be extensively revised and additional employees recruited and trained before the change can be put into effect, but it is believed that this can be accomplished by the end of March with the co-operation of all concerned in assisting to meet the objective.

The Civil Service Commission has been asked to make recommendations to the Government for the extension of this new work week to operating staffs in those localities and those classes of employment where the five-day forty-hour week is the established pattern in business and industry.

This change in working hours will make it necessary to add substantially to the staff of the post office. These additions, following the improvements authorized by Parliament for rural mail carriers and the salary increases which went into effect on December 1, will materially increase the cost of operating the postal service.

Like all other public utilities with fixed rates, the post office has already been facing difficulty in the past year or two in meeting steadily rising costs, including increased railway and other transport rates and increased remuneration for its employees.

It is anticipated that there will be a deficit on operating account in the present fiscal year and it will certainly not be possible without some increase in revenue to keep the operations of the post office on a self-sustaining basis in the new fiscal year when the five-day week adds further to operating costs.

It is the view of the Government that the people of Canada expect the post office to pay for its operations out of postal revenues and not out of taxes.

The Government has accordingly decided to recommend the following adjustments in first-class postage rates effective April 1, 1954:—

1. A general increase of one cent per ounce over existing rates.

2. The application of the so-called drop letter rate to rural routes as is now done in city and town deliveries.

3. The reduction of the domestic air mail rate from 7 to 5 cents, with rates outside Canada unchanged....

Mr. W. G. Weir (Portage-Neepawa): I wish to ask if consideration has been given to reducing the hours of employment of those on the penitentiaries staff?

Mr. Abbott: I cannot answer that question offhand, except that I do know it is not the intention at the moment to introduce the forty-hour week into the staffs of the penitentiaries or the DVA hospitals.

Vocational Schools Assistance, Quebec

December 9

Mr. Breton:

1. What amount under the provisions of the Vocational Schools Assistance Agreement, is allotted to the province of Quebec annually, for assistance to vocational schools of less than university grade?

2. What amount, during the period from April 1, 1945 to March 31, 1953, did the province of Quebec receive from the federal Government for assistance to vocational schools of various types?

Mr. Gregg:

1. $628,100.

2. $8,028,744.85.

UN Technical Assistance and Colombo Plans

December 10

Mr. Argue:

1. How many persons are being trained in Canada under the United Nations technical assistance program?

2. What part of the training cost is being paid by (a) Canada; (b) any other nations?

Mr. Pinard:

1. At the present time 27 persons are undergoing training in Canada under United Nations technical assistance programs.

2. (a) and (b)—The cost of training persons sent to Canada under United Nations technical assistance programs is paid by the United Nations agency concerned. Funds for the United Nations expanded program of technical assistance are contributed by governments on a voluntary basis. The regular technical assistance programs of the United Nations and the specialized agencies are financed from their ordinary budgets. Canada and most of the other members of the United Nations contribute funds for technical assistance activities, but it is not possible to say what proportion of each national contribution is spent on training in Canada.

Mr. Argue:

1. How many persons are being trained in Canada under the Colombo plan?
2. What part of the training cost is being paid for by (a) Canada; (b) any other nations?

Mr. Pinard:

1. At the present time 50 persons are being trained in Canada under the Colombo Plan.

2. (a) and (b)—The whole of the cost of training is paid by Canada.

December 14

Mr. Argue:

1. How many persons have been trained in Canada under the Colombo plan, during each year of its operation?
2. How many persons have been trained in Canada under the United Nations technical assistance program, during each year of its operation?

Mr. Pinard:

1. In 1951, 59 trainees; in 1952, 41 trainees; in 1953, 60 trainees arrived in Canada.

2. In 1950, 6 trainees; in 1951, 31 trainees; in 1952, 100 trainees; in 1953, 77 trainees arrived in Canada.

December 15

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, may I direct a question to the Prime Minister. In view of press reports, attributing to the Minister of Fisheries comments on the excellent work being done under the Colombo Plan, will the Prime Minister say whether the Government is considering recommending to Parliament an increase in Canada's annual contribution to that project?

Right Hon. L. S. St. Laurent (Prime Minister): The answer to the hon. member's question must be similar to the one I gave to the other question that was put to me. No decision has yet been reached in respect of the matter.

Mr. Knowles: I trust the door is still open.

Unemployment Insurance

December 10

Mr. Stanley Knowles (Winnipeg North Centre): May I direct a question to the Prime Minister. In view of his statement to the Canadian Congress of Labour at noon today that in his view before sickness benefits could be included in the Unemployment Insurance Act there would have to be an amendment to the constitution, will the Prime Minister say whether he has taken, or will take, any steps to get the ball rolling toward that end?

Right Hon. L. S. St. Laurent (Prime Minister): I do not know if my hon. friend was present, but I did not state that that was my opinion. I stated that that was the opinion we had got from the Department of Justice. There has been no attempt to start the ball rolling, to use my hon. friend's language, in order to have another amendment to the constitution in that respect.

Government Annuities

December 11

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, may I direct a question to the Minister of Labour? My question is based on a report in this morning's Montreal *Gazette*... My question is this. Is the report correct that there will be legislation at this session of Parliament respecting government annuities?

Hon. Milton F. Gregg (Minister of Labour): Mr. Speaker, the answer is no.

National Housing Act

December 15

Hon. Robert H. Winters (Minister of Public Works) moved that the House go into committee at the next sitting to consider the following resolution:—

That it is expedient to introduce a measure to be substituted for the present National Housing Act for the further improvement of housing and living conditions and for that purpose—(a) to authorize Central Mortgage and Housing Corporation to insure approved lenders, including banks, in respect of loans made by them to assist in the financing of new residential construction in urban and rural areas; also to insure, under certain conditions, loans for the repair, alteration and extension of existing homes; and (b) to continue and redefine the actual powers of the corporation as to the making of loans, the furnishing of guarantees, and the undertaking of federal provincial

projects; also to continue the powers of the Minister to make grants in aid of housing redevelopment and for other matters necessary for the proper administration of the act.

He said: His Excellency the Governor General, having been made acquainted with the subject matter of this resolution, recommends it to the House.

Motion agreed to.

December 16

Hon. Robert H. Winters (Minister of Public Works) moved that the House go into committee to consider the following resolution:—

That it is expedient to introduce a measure to be substituted for the present National Housing Act for the further improvement of housing and living conditions and for that purpose—(a) to authorize Central Mortgage and Housing Corporation to insure approved lenders, including banks, in respect of loans made by them to assist in the financing of new residential construction in urban and rural areas; also to insure, under certain conditions, loans for the repair, alteration and extension of existing homes; and (b) to continue and redefine the actual powers of the corporation as to the making of loans, the furnishing of guarantees, and the undertaking of federal provincial projects; also to continue the powers of the Minister to make grants in aid of housing redevelopment and for other matters necessary for the proper administration of the act.

Motion agreed to and the House went into committee.

Mr. Winters: Mr. Chairman, it is a very pleasant privilege to sponsor such a popular resolution as this one appears to be, judging from the applause.

This resolution precedes a bill which, if and when enacted by Parliament, will effect substantial changes in the financing of residential construction under the National Housing Act. It is important not only that the proposed measure be given careful and detailed attention, but also that it receive royal assent as soon as possible. It is during the winter months that prospective home owners and builders plan their programs to start at the beginning of the next construction season. Moreover, any arrangement new to lending institutions, home owners and builders will take some time to get into full operation. For these reasons I am anxious for hon. members to have the opportunity of studying the bill during the Christmas recess. On second reading, I propose to move that the bill be referred to the standing committee on banking and commerce.

I hope we may have the debate on second reading immediately after we reconvene, and that the bill can be referred to the standing committee on banking and commerce as soon as possible. Because the second reading debate will be deferred until after the recess, I will for the benefit of hon. members make a few remarks now upon the more important features of the bill, notwithstanding the fact that it is usual at this stage to confine remarks to the resolution which confines itself to those features of the bill which require the expenditure of public funds.

There are two main provisions in the proposed legislation. First, it is proposed to widen the group of lending institutions to include the chartered banks and the Quebec savings banks which will be empowered to make loans on the security of insured first mortgages on residential property. Second, it is proposed to abandon the present form of joint loans under the National Housing Act and to substitute a system of insured mortgage loans. Although our supply of new houses in 1953 is greater than ever before, our population and number of families keep growing.

This growth requires continued expansion of housing.

For reasons which I will discuss in more detail at the time of second reading, we feel that the present sources of mortgage money are not likely to be sufficient to support a housing program equal to or greater than the 1953 volume. The main object of the legislation is to broaden the supply of mortgage money by making that form of investment more attractive, increasing the number of lenders and making more funds available for mortgage lending.

The principle of mortgage insurance is that the mortgage lender receives an insurance payment upon the transfer of the mortgaged property to Central Mortgage and Housing Corporation. Under the proposed amendments Central Mortgage will have the power to buy insured mortgages from approved lenders. Later in this session my colleague, the Minister of Finance (Mr. Abbott), will place the Bank Act and the Bank of Canada Act before the house for revision, when it is proposed to make insured mortgages eligible security for Bank of Canada advances to chartered banks, as is the present position in respect to government bonds.

As was mentioned by the Prime Minister (Mr. St. Laurent) in his announcement of October 1, it is by these measures that the introduction of the chartered banks into the mortgage field will be accompanied by safety and liquidity so necessary to our banking system.

In addition, it is proposed to reduce the down payment from the 20 per cent now required under the National Housing Act. The amount of the loans will be 90 per cent of the first $8,000 and 70 per cent of the balance of the lending value, subject to maximum loan limits as will be determined by the Governor in Council. For a $10,000 house, for example, the down payment under the proposed arrangements will be $1,400 as compared with $2,000 under the present legislation.

Steps are being taken to increase the period of amortization so that under the proposed arrangement loans with a 25-year period of amortization will be the general rule, rather than the 20-year amortization presently under the National Housing Act.

It is proposed that the borrower shall pay a single insurance premium which may be capitalized into the mortgage loan and amortized during the life of the loan. The bill will contain a provision that this insurance premium will be 2 per cent in the case of home ownership and 2½ per cent in the case of rental property, for loans with construction advances. This premium payable by the home owner approximates 40 per cent of that which is paid on annual reducing balances under the Federal Housing Act in the United States, which operates under a comparable arrangement.

The loss settlement payable to the approved lenders when they transfer the foreclosed property to Central Mortgage will contain elements of coinsurance. In other words the payment to the approved lender will average 3 per cent less than the total amount of his investment.

The bill will propose that, as under the present National Housing Act, the maximum rate of interest which may be charged by approved lenders for insured loans will be determined by the Governor in Council. Such maximum interest rates will be determined within limitations contained in the statute and in light of general interest rate conditions at the time of determination. For this reason it is not possible for me, either now or at the time of the second reading, to indicate to hon. members the actual maximum rate of interest which will be applicable to insured loans. However, I would expect that the monthly carrying charge for the borrower, including the amortization of the capitalized single insurance premium, will produce a lower monthly carrying charge for a somewhat longer period than he would presently pay on a comparable amount of mortgage financing under the present legislation.

Because we have not yet reached the end of the year, and because there are no figures yet available for December and only partial figures for November, I cannot give hon. members the number of houses which will be started in Canada in 1953. However, on the basis of present figures, and assuming an experience comparable to 1952 during the last two months of the year, I would guess that the starts will approximate 105,000 units as compared with 84,000 in 1952, 74,000 in 1951 and 95,000 in 1950.

I now turn to the resolution itself. Hon. members will notice from the resolution that the proposed legislation will be similar to that covered by the existing National Housing Act. It is proposed that much of the existing Act will be re-enacted into the new legislation to achieve the convenience of one act only currently in operation.

The resolution deals first with authority to Central Mortgage to insure loans made by approved lenders. This will have application to all types of new residential construction for home ownership, co-operative housing projects and rental housing projects both in urban and rural areas. It will be noticed that the participation in insured loans is in the form of a guarantee, and that the present arrangement whereby 25 per cent of the loan is advanced through Central Mortgage will be discontinued. However, it is proposed that Central Mortgage and Housing Corporation shall continue to make loans to limited dividend companies and companies engaged in primary industries and, under some circumstances, to persons who are unable to secure loans from approved lenders. The resolution also contemplates the re-enactment of the provisions of the present Act relating to guarantees which may be given to life insurance companies and other approved lenders in respect to low cost and moderate cost rental projects which they may undertake with their own funds, and in respect to land assembly projects. It is also proposed that the rental insurance plan will be continued.

Parliament will be asked to enact provisions similar to those contained in the home improvement and home extension part of the present Act, but on an insured basis.

It will be proposed that part V of the National Housing Act relating to research and investigation and community planning will be re-enacted, as well as the provisions relating to joint federal-provincial land assembly and housing developments.

It will also be proposed that the slum clearance and redevelopment sections of the Act will be brought forward for re-enactment....

Job Opportunities Provided by Plant Expansion in 1953

Employment for estimated 23,000 workers created by additions to productive capacity of Canadian manufacturing plants last year, a total exceeded only in 1952, when plant expansion created 34,000 new jobs

Expansion of Canadian manufacturing plants during 1953 provided employment for an estimated 23,000 workers.*

A preliminary estimate made last fall by the Economics and Research Branch of the Department, which each year since 1948 has conducted a survey of the effects of plant expansion on labour requirements, was that 19,000 new jobs would be created during the year (L.G., Oct. 1953, p. 1431). The completion of the survey has added 4,000 to the earlier estimate.

This total of 23,000 was exceeded only in 1952, when additional labour requirements resulting from expansion to manufacturing capacity created 34,000 new jobs. The lower figure for 1953 largely reflects the decline in employment expansion of industries related to the defence program, particularly aircraft manufacturing.

It is estimated that the expansion of Canadian manufacturing facilities since the beginning of 1948 has resulted in the creation of about 108,000 new jobs.

Expansion of plant facilities since 1948 has been concentrated in four broad industrial groups: transportation equipment, iron and steel products, electrical apparatus and chemical products. In this six-year period the increase in employment through plant expansion in these industries accounted for 60 per cent of the total number of new jobs in all manufacturing industries. In 1952 and 1953 the number of new jobs in these industries represented about 75 per cent of the yearly totals for all manufacturing.

New jobs created in the transportation equipment industry in 1953 totalled 6,600. This was about four per cent of total employment in the industry. The greatest gain resulted from the construction of a new automobile assembly plant, which created employment for some 4,000 workers. New jobs in the iron and steel industry in 1953 totalled approximately 3,600, or two per cent of total employment in the industry. Another 3,600 workers, an addition of between four and five per cent of the industry's working force, were required by the electrical apparatus industry. In the chemical industry, the number of new jobs totalled 2,700, an increase of five per cent.

Although both in 1952 and 1953 these four industries accounted for three-quarters of the new jobs created in all manufacturing, the industrial pattern of expansion changed significantly during the two years. The emphasis in capital expenditure for new construction was away from defence-connected industries back to the consumer durable goods industries.

This trend was broadly reflected in a change in the industrial composition of the new employment opportunities. In the transportation equipment group, the number of new jobs created in the aircraft industry was 13,700 lower in 1953 than in 1952. Partially offsetting this was the large increase in new jobs in the automotive industry. A similar pattern appeared in the electrical apparatus industry. In 1953 the emphasis was more on expansion of facilities for the production of household appliances, particularly television sets. In the iron and steel and chemical products industries, the trend away from defence was also evident but was not as marked.

In 1953, 64 per cent of the new jobs were in Ontario, 23 per cent in Quebec, seven per cent in the Prairie region and less than five per cent in both the Atlantic and Pacific regions. New employment opportunities in the six-year period 1948 to 1953 were distributed in a similar pattern (54 per cent were in Ontario and 32 per cent in Quebec).

The total of 14,400 new jobs in Ontario in 1953 was only 3,100 lower than the peak of 17,500 reached in 1952. This reduction resulted largely from the completion of plant expansion in the aircraft industry. With the exception of 1952, the 1953 volume more than doubled that of every other year since 1948.

In Quebec, the total of 5,200 new jobs in 1953 was considerably lower than the peak of 12,000 in 1952 but still higher than

*The number of new jobs quoted in this article is based on the assumption that the new facilities will operate at full capacity on completion.

in any other year since 1949. As in Ontario, reduced expansion in the aircraft industry largely accounted for the decline from the previous year.

In the Prairie region, the 1,500 new jobs in 1953 marked the peak year since the survey was begun in 1948. In the Pacific region, the 900 new jobs were fewer than in 1952 but more than the yearly average from 1948 to 1952.

A large proportion of the new jobs created by plant expansion in 1953 were located in the major metropolitan areas of Montreal and Toronto. The Toronto area provided at least 8,250 new jobs or 57 per cent of the total for the province. Similarly in Quebec, the Montreal area accounted for 57 per cent of 3,000 of the new jobs in the province.

In Ontario, at least 18 localities, other than Toronto, had plant expansion projects each of which employed more than 100 workers. At Prescott, Maitland and Guelph, new plants were completed each of which will employ approximately 600 workers at full capacity. At Cornwall, Perth, London, Arnprior and Stratford, plant expansion projects were completed each of which will employ approximately 200 workers at capacity.

In Quebec, apart from Montreal, only Ste. Thérèse, St. Hyacinthe, and St. Jean had expansion projects employing more than 100 workers in each case. Most of the expansion in other centres was in the clothing sector of the textile industry and, as is customary, the number of new workers required in each plant was relatively small.

Labour's Annual Briefs Compared

Canada's four major labour organizations displayed striking degree of unanimity when they submitted requests, recommendations in December

When Canada's four major labour organizations presented their annual briefs to the federal cabinet in December (L.G., Jan., p. 44), they displayed a striking degree of unanimity in their requests and recommendations. Although some groups omitted demands made by others, there were no recommendations that conflicted with those of other labour bodies. Subjects of a technical nature or pertaining to local conditions or to special occupations were mentioned in some briefs and not in others; but nowhere were principles in conflict.

The four groups were speaking for about 1¼ million organized Canadian workers.

Differences of opinion that may exist among the four organizations are not in evidence in their annual memoranda. On important issues affecting Canadian labour, apparently the major groups are in agreement.

While the Trades and Labour Congress of Canada dealt almost exclusively with problems in Canada, the Canadian Congress of Labour devoted considerable space in its brief to world-wide issues and was more detailed in its analysis of domestic problems. The Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods made more technical recommendations and the Canadian and Catholic Confederation of Labour reflected the thinking of the unions in the province of Quebec.

On 14 economic and social subjects of vital interest to labour, most of which were included in all four briefs, differences were in the wording or in the degree of the claim.

Of the 14 topics analysed, the TLC made its opinion known on 13, leaving out mention of economic assistance to underdeveloped countries. The CCL also discussed 13, leaving out the subject of government annuities. The CCCL had something to say on 12 subjects, leaving out health insurance and the bill of rights question. The Railway Brotherhoods included eight of the 14 topics in their brief, agreeing in substance on all eight with other groups who mentioned the same subjects.

For example, all agreed that unemployment insurance should be extended to more workers and that benefits should be increased. All agreed that the housing problem in Canada is serious and that financing new homes should be made easier for workers. All agreed that immigration is advisable but recommended

planning in this matter. With regard to taxation and old age security, practically the same requests were made, differing only in detail. All four groups raised the same objections to the proposed amendments to the Criminal Code.

Differences showed up only in remedies suggested. Three groups discussed unemployment and proposed different but not opposing solutions to the problem. Similarly, the three groups that touched on the shipping industry recognized a problem but saw it from two slightly different angles.

Special representations, such as the CCCL request for a Canadian ambassador to the Vatican and the Brotherhoods' concern for the welfare of trainmen displaced because of the dieselization of Canadian railways, received no opposition from other groups, and any objections that may exist were not stated.

Following is a comparison of the opinions of the four organizations on 14 subjects affecting labour.

Housing

All four organizations had much to say on housing, the CCL declaring it to be a "deplorable" situation and the CCCL terming the problem "one of the most alarming today". All groups approved a federal government plan to make more mortgage money available but disapproved of the higher interest rate. The CCCL said the latter should be 4½ per cent and the Brotherhoods said it should be 3½ per cent. All groups felt the terms of repayment of housing loans should be made easier.

The CCL and the Brotherhoods emphasized that workers on low incomes were not provided for by the National Housing Act. The Brotherhoods and the CCL listed specific amendments to the Act.

Only the TLC and CCL briefs called for low-rental subsidized housing.

TLC—We urge our Government to adjust the conditions of new home purchasing in order that the down payment will be reduced to a maximum of ten per cent, and the repayment period of the balance stretched out sufficiently to allow the monthly payments to be a reasonable percentage of the purchaser's monthly income ... There is at the same time a growing demand for low-rental housing throughout Canada. We urge our Government to encourage the building of such dwelling units and to make subsidies available for this purpose where necessary.

CCL—Even with the present relatively high level of earnings, very few Canadian workers can afford to build their own homes ... The most urgent need is for low-rental housing. This means subsidized public housing.

CCCL—The CCCL, while being pleased to note that the Government has indicated ... its intention to contribute to the solution of this thorny problem by facilitating loans for building, believes it opportune to suggest to the Government the conduct of an investigation on the subject.

Brotherhoods—We wish to reiterate two major points: (1) the housing shortage affects mainly the lower-wage group; (2) any national remedy for the housing shortage must assist this low-wage group if it is to be successful.

Immigration

The four labour organizations are in favour of immigration. The TLC declared further immigration is a "necessity". The CCL said Canada "should bring in as many immigrants as the country can absorb" and "should not discriminate on grounds of race, creed, class or colour".

All four groups felt that immigration should be planned to avoid unemployment. In the opinion of the TLC, the CCL and the CCCL, this planning should be done jointly by management, labour and the Government.

TLC—We urge our Government to plan immigration ... closer co-operation should be sought with management and labour through an immigration commission having equal representation from labour, management and government.

CCL—The Congress reiterates its proposal for the setting up of a permanent Immigration Advisory Committee.

CCCL—That the Department of Immigration establish its immigrant quotas after a thorough investigation at the National Employment Service, among employers and labour unions, in order to be fully aware of the situation and be in a position to make a selection based on the country's needs.

Brotherhoods— ... we feel more cognizance should be given to our national problem of seasonal unemployment. It is our view that more emphasis should be placed on the desirability of regulating the number and time of arrival of immigrants to periods of the year offering the best employment opportunities.

While the CCL confined its remarks to the need for an immigration committee, the TLC and CCCL briefs suggested that prospective immigrants be informed of social and economic conditions in Canada before leaving their own countries. The CCCL also advocated granting family allowances to immigrants as soon as they come into the country.

Unemployment Insurance

The labour unions considered the Unemployment Insurance Act a major piece of social legislation. They listed amendments and changes they felt necessary, including increased benefits and extended coverage.

The TLC, CCL and CCCL asked that all workers be included in the Act's coverage. The TLC and CCL asked that new benefit categories be created. The CCL and the CCCL mentioned coverage for workers on strike. Benefits for workers idled because of illness were requested by the TLC, the CCL and the Brotherhoods. All four groups asked for the reduction or elimination of the waiting period.

TLC—The Unemployment Insurance Act should be amended to provide for the payment of benefits to insured persons who become unemployed because of illness... We request that . . . additional benefit categories be established which will bear a fair and reasonable relation to present day earning levels of insured workers... We recommend that the number of waiting days be reduced from five to two.

CCL—Two new insurance classes should be created to replace the present top income class and benefit rates generally should be increased... The waiting and non-compensable days should be eliminated... Recognition should be given to time spent in a work-stoppage in the matter of an extension of the two-year period under Section 28. ... The Act should be amended to provide for maintenance of income to any claimant who has become ill or injured, regardless of whether his misfortune caused his unemployment or merely occurred during his unemployment.

CCCL—Widening of the scope of the Act so as to include all workers... Complete suppression of the five-day waiting period and payment without delay of benefits... The right for striking employees dismissed by employers to draw benefits.

Brotherhoods—That workers who decline to cross another union's picket lines be not disqualified for benefits... That the five-day waiting period be reduced to three days... That the Act be extended so that all workers who are unemployed due to illness be entitled to benefits.

The CCL declared that the unemployment insurance fund was overfunded, the only group to make this contention. It believed that the contribution-benefit formula and the assumptions regarding "normal" unemployment should be reviewed. At the same time, there should be no reduction in the rates of contribution as a solution to over-funding, it said.

Health Insurance

Three of the four labour organizations repeated earlier requests for a national health insurance scheme and indicated in strong language that they considered the problem urgent and the scheme overdue.

The CCCL made no mention of health insurance in its brief.

Both the TLC and the Brotherhoods asked that national health insurance be enacted or at least considered at the first 1954 session of Parliament. The CCL urged that a Parliamentary Committee be set up to consider doing something about the situation.

TLC—Canadians generally want a national scheme of health insurance. The wage and salary earners and their families whom we represent want health insurance on a national basis and they want our Government to proceed quickly with its inauguration.

CCL—In its memorandum to the Government last March, the Congress said why it thought the time had come, and more than come, to start health insurance. It has nothing to add now except that the case is even stronger after nine months' further delay.

Brotherhoods—We repeat our former urgent requests for the enactment of a national health insurance plan.

Unemployment

Unemployment received, as in other years, considerable attention from all groups except the Railway Brotherhoods, who mentioned it only in connection with immigration, and with lay-offs resulting from the substitution of diesel for steam locomotives on the railways.

The TLC pointed out that in spite of Canada's expanding economy, unemployment was beginning to be serious in certain areas. Both the TLC and the CCL drew attention to the rising unemployment figures at National Employment Service offices and mentioned lay-offs in textile, aircraft and auto plants, in the farm implements industry and on the railways. The CCCL brief mentioned lay-offs in the textile industry only.

Different measures to forestall further unemployment and to create employment were proposed. The TLC advocated a substantial public works program, while the CCL called for a comprehensive public assistance plan, the promotion of new industries and the transfer of workers out of depressed areas. The CCCL's main proposal was for stimulation of international trade.

TLC—Seasonal unemployment continues as a major problem and this added to the current underemployment makes it very desirable that a substantial public works program be readied and projects inaugurated with the least possible delay in appropriate areas.

CCL—If bad spots and the soft spots are not to develop into something worse the Government will have to develop a comprehensive public assistance plan . . . and promote new industries in, or transfer workers from, depressed areas... We have been deeply concerned with regard to the increase in unemployment in the textile industry.

CCCL—...the Canadian economy is subject to instability, which is demonstrated by the appearance of unemployment of which

the workers are the hardest hit victims... Being an exporting country, Canada must do all in its power to find new markets for its products, while it must accept in return the products of other nations . . . stimulate commercial exchanges with other nations by accepting in return their imports in order to assure a relative balance in the trade.

Criminal Code

All four labour organizations commented on the proposed amendments to the Criminal Code, especially the wording of sections dealing with labour disputes. The TLC, CCL and Brotherhoods specifically mentioned Sections 365 and 372, while the CCCL merely expressed "some fear concerning the too-wide scope of certain articles of this draft law". The CCCL also proposed a parliamentary commission to review opinions on the new law. The TLC and the Brotherhoods concurred in the recommendations of the Special Committee of the House of Commons.

The TLC and the Brotherhoods favoured government-operated lotteries, something not mentioned by the other two groups.

TLC—We would strongly urge that Sections 365 and 372 be approved in their amended form as these were reported to the House of Commons by the Special Committee during the last Session... We further recommend that the Criminal Code be amended to allow Government-operated lotteries in Canada.

CCL—Our submission (at the last session of Parliament) dealt with Section 365, which constitutes certain acts as offences resulting from breach of contract, and with Section 372 which deals with the offence of mischief. The Congress vigorously opposes the implementation of the proposed legislation embodied in Sections 365 and 372, recognizing in them dangers which threaten the very existence of trade unions... The Canadian Congress of Labour feels most strongly that industrial relations should not be regulated through the Criminal Code.

CCCL—The CCCL deems useful the creation of a parliamentary commission in order to allow all interested parties to express their views of the draft submitted to the legislators.

Brotherhoods—We view with concern provisions of Bill O of the Senate—namely Sections 52, 365 and 372—passed by that body in December 1952. These particular provisions of the Code could be interpreted to the detriment of trade unionists. However, we have reviewed the Second Report of the Special Committee of the House of Commons which was appointed to study this all-important legislation . . . We concur wholly therein and urge that Parliament enact such amendments... We recommend that the Code be amended to permit of lotteries.

Taxation

Almost identical requests were made by the four labour groups with regard to income taxes. All four asked that the basic exemptions be raised to $1,500 for single persons and $3,000 for married persons. The TLC and the CCL requested that $400 be allowed for each dependent child and the Brotherhoods raised this to $500. The CCCL asked that $1,000 be allowed for each student in the family.

Only the TLC and the CCL mentioned the sales tax, the former requesting its abolition and the latter its "drastic reduction" and abolition on necessities.

Exemptions for the cost and maintenance of tools and for travelling expenses while on the job were asked by the TLC, the CCL and the CCCL; for out-of-town living expenses by the TLC and the Brotherhoods; for medical expenses by the CCL, the CCCL and the Brotherhoods; and sickness insurance and unemployment insurance payments by the CCCL.

Old Age Security

The four labour groups agreed that Old Age Security pensions should be increased and the qualifying age limits lowered. The TLC and the CCL want pensions of $65 per month, while the CCCL and the Brotherhoods ask for $50 per month.

All groups asked that the age limits be lowered to 65 years for men and 60 years for women. The Brotherhoods were the only group that would allow a means test, this for women at 60 years of age.

Government Employees

Collective bargaining and certification rights for federal government employees were requested by all groups except the Brotherhoods, who made no mention of it.

The TLC and CCL briefs listed the hours of work they considered the employees should be granted.

TLC—Full rights of collective bargaining, of certification, and of obtaining signed agreements with our Government and its many agencies should be granted to all government employees... We request that all administrative staff be granted the five-day week regardless of locality, and that working hours be established at not more than thirty-seven and one-half per week... that all operational staff be granted the five-day week... hours of work... eight per day and forty per week.

CCL—The Congress urges the Government to recognize and bargain collectively with unions of its employees... With regard to prevailing-rate employees . . . the immediate institution of (1) the forty-hour week with overtime after forty hours; (2) the granting of furlough leave; (3) the deduction of union dues; and (4) the negotiation of wages...

CCCL— . . . groups such as federal civil servants and employees of the Queen's Printer . . . cannot be deprived of their natural right of association and right of collective bargaining.

Shipping

All labour groups except the Railway Brotherhoods had something to say about shipping, although in two different connections. The TLC urged steps to "maintain a strong merchant marine". It believed "a thorough investigation should be made into our deep sea shipping industry in all its aspects," and called for a Royal Commission to inquire into the matter. The CCL and the CCCL, however, were more concerned with employment in Canadian shipyards. They both favoured the construction of new shipping and the maintenance of Canadian deep-sea ships in Canada's shipyards.

Economic Assistance

Only the CCL and the CCCL made appeals in their briefs for greater financial assistance to under-developed countries. The CCL brief devoted considerable space to the subject, mentioning particular agencies and specific amounts. The CCCL brief mentioned assistance to under-developed countries as one of two ways to expand Canada's foreign trade and thereby give stability to the Canadian economy.

CCL—The Congress is gratified that the Government saw fit to increase its 1954 contribution to United Nations Technical Assistance from $800,000 to $1,500,000... In view of the fact that Canadians are paying only eleven cents per person towards the upkeep of the program, a greater Canadian effort would not be out of place. We have continually pointed out the inadequacy of the Government's contribution to the Colombo Plan.

CCCL—...give vigorous impetus to the assistance given to under-developed countries.

Canada Election Act

Three of the four labour groups has something to say about federal election procedures. The Railway Brotherhoods made no comment.

Reduction of the voting age to 18 years was requested by the TLC and the CCCL. In addition, the TLC and the CCL asked that some form of absentee voting be provided for trade union members who are away from their homes on election day, either at conventions or on trade union business. The CCL was the only organization to ask that provision be made for indicating on the ballot the party affiliation of the candidate.

TLC—There are now several hundred full-time representatives of trade unions in Canada and their duties require them to do a great deal of travelling. No provision is now made for any of these representatives to vote at the advance polls.

CCL—...provide for a form of absentee voting in federal general elections...

Government Annuities

Only two organizations, the TLC and the CCCL, mentioned government annuities. Both requested that the present maximum annuity payable be doubled to $2,400.

TLC—...bring Government Annuities into line with present-day conditions, earnings and money values and at the same time make them once again reasonably competitive with those offered by private companies... We therefore urge that the present maximum of $1,200 be at least doubled with the minimum delay.

CCCL—...amend the Government Life Annuities Act so as to increase from $1,200 to $2,400 the maximum annuity payable per participant.

Bill of Rights

The two senior labour groups advocated the enactment in Canada of a Bill of Rights along the lines of the United Nations Universal Declaration of Human Rights. The TLC also asked that equal citizenship and voting rights be extended to Canada's North American Indian population.

Neither the CCCL nor the Brotherhoods mentioned this subject in their briefs.

The general conclusion drawn from this study is similar to that drawn from an analysis of the briefs submitted by the four labour organizations in March 1952 (L.G., May 1952, p. 558). At that time organized labour in Canada was in substantial agreement on all important issues except the effects of the federal government's legislation abolishing resale price maintenance. This subject was not mentioned by any group last December, and it is assumed the legislation in question no longer engages the attention of the unions.

India's contribution of technical assistance under the Colombo Plan includes five experts to Ceylon and the provision of training facilities for 98 students from countries in South-East Asia. Training is being given in statistics, sugar technology, customs administration, broadcasting and engineering, the Government of India Information Services reports.

10th Annual Convention, B.C. Federation of Labour (CCL)

Government action to meet the threat of rising unemployment was demanded at the tenth annual convention of the British Columbia Federation of Labour (CCL) in Vancouver, January 9 and 10. Delegates representing 50,000 trade unionists in the province also passed resolutions calling for a province-wide strike fund and unity with other labour organizations.

Speakers at the convention said that 52,000 workers in British Columbia, 23,000 of them in Vancouver, were unemployed. They charged that increasing immigration and imports of goods from low-wage countries are cutting down the demand for Canadian labour.

Joseph MacKenzie, Director of Organization for the Canadian Congress of Labour, emphasized that the CCL is in favour of immigration as long as there are jobs for immigrants. But employers were claiming there were shortages of skilled workers and other types of labour when government figures showed 266,000 unemployed in Canada, he said.

The delegates passed a resolution on unemployment that said in part: "We urgently request the British Columbia Government in consultation with other groups to prepare and institute plans to alleviate the situation."

The Federation adopted resolutions indicating it would act on its own to counter increasing unemployment and resistance to labour demands. A resolution, submitted by the International Woodworkers of America, called for planning of a province-wide strike fund which could reach $600,000 annually on the basis of present assessments. It was adopted unanimously. The resolution empowered the executive of the Federation to set up a committee to study all phases of the plan if a satisfactory one is worked out, then submit it to local unions for consideration.

Also passed unanimously were resolutions calling for close unity with other major trade union organizations in British Columbia—the Trade Union Congress (TLC) and the Railway Transportation Brotherhoods.

A resolution calling for increased political action and greater support for the CCF Party, while receiving some opposition, was approved by the majority of delegates.

Hon. Lyle Wicks, B.C. Minister of Labour, addressed the convention and said the province's Industrial Conciliation Act and the Workmen's Compensation Act would be open for amendment at the spring session of the Legislature.

"We have been striving in the past year to increase the prestige and importance of our conciliation service," said Mr. Wicks. "We will continue to do this and we will continue to plug the loopholes which continue to exist. But I think we have reached the end of administrative changes and I think we now have to turn to changes in legislation."

A resolution submitted by the executive committee of the Federation asked the delegates for a free hand in organizing campaigns to bring about changes in the British Columbia Hospital Insurance Scheme.

The convention adopted resolutions calling for more housing for low income groups and old age pensioners, government-sponsored auto insurance, pay increases for men and women on juries, and increased old age pensions.

Other resolutions called for higher minimum wages, a full-time Labour Relations Board, abolition of labour injunctions and decertification proceedings, improvement in the Trade Union Act, amendments to the province's new Equal Pay Act to insure fair remuneration to female employees, legislation bringing in the five-day 40-hour work week and two weeks' annual vacation, and the inclusion of chiropractors in workmen's compensation coverage.

Declaring that the professors at the University of British Columbia "need help from us," the delegates passed a resolution calling on the provincial Government to increase grants to the university "so the professors could have a raise".

Dan Radford, CCL Regional Director in British Columbia, was re-elected President of the Federation. Stewart Alsbury was re-elected First Vice-president and George Home was re-elected Secretary-Treasurer.

Pen Baskin replaced Hugh Allison as Second Vice-president. Mr. Allison was elected Third Vice-president, replacing C. L. Cox, who was dropped from the executive.

Members of the executive board for the coming year are Lawrence Vandale, Bill Symington, Gerry Emary, Don Dunphy and Bill Pierce.

10th Annual Convention, Sask. Federation of Labour (CCL)

Resolutions calling for a 40-hour five-day week and minimum wages of 90 cents per hour were adopted at the tenth annual convention of the Saskatchewan Federation of Labour (CCL) in Saskatoon, November 27 and 28. The 100 delegates, representing 10,000 organized workers in the province, also urged the federal and provincial Governments to establish a national health insurance plan and a national housing scheme.

The convention was addressed by Hon. C. C. Williams, Saskatchewan Minister of Labour, and Hon. W. S. Lloyd, Minister of Education. H. S. Elkin, Deputy Minister of Labour and a former President of the Federation, said trade unionists are being called upon to play an important and decisive role in the affairs of Canada.

President L. A. Gardiner and all other senior officers of the Federation were re-elected by acclamation.

Labour laws in the province, the executive's report stated, are in many ways superior to those of other provinces but wages and working conditions "are not yet so attractive that they are able to compete on too favourable terms with a number of provinces, and we believe that better labour legislation will help to stay the drift of population to other Canadian areas".

While commending the provincial Government for recent amendments to the Trade Union Act and the Workmen's Compensation Act, the report stated that a number of other legislative changes could easily be made without adversely affecting business and industry. Among these were an increase in minimum wages and fewer exemptions in the Hours of Work legislation.

The report criticized the provincial Government for failing to institute the 40-hour work week and for imposing compulsory arbitration on civil employees.

The convention adopted a resolution calling for a 40-hour five-day week. It stated that "the employment situation in Canada may at any moment become an alarming problem and the compulsory shorter week would assist in alleviating some of the difficulties of unemployment by spreading available work amongst a greater number of workers".

It urged the Saskatchewan Government to introduce legislation at its next session establishing the 40-hour five-day week with no reduction in take-home pay and providing two consecutive days off after each five days of work.

The same resolution called on all unions affiliated with the Federation to press for the short week in contract negotiations.

Other resolutions voiced opposition to plans for night-opening of retail stores and demanded that employees in these establishments and in hospitals and other institutions be included in the 40-hour five-day week legislation.

Minimum wages of 90 cents per hour were demanded in another resolution. The present minimum wage in Saskatchewan, it stated, is far too low to promote a decent standard of living.

The convention called on the provincial Government to eliminate from the Minimum Wage Act provisions which create discrimination in wages and working conditions between groups of workers in different parts of the province. Several resolutions pointed out that little minimum wage inspection was carried out in the northern areas and urged that minimum wage and hours of work regulations be enforced more rigidly.

A "drastic overhauling" of the Hours of Work Act and the Hours of Work Orders was urged in a resolution charging that the large number of exemptions imposed discrimination on oil truck drivers, construction workers, shop employees, waitresses and chambermaids, employees of creameries, stockyards, poultry processing plants, service stations and garages, and others.

The convention declared in a resolution its support for a national health insurance plan with costs to be assessed according to ability to pay, the plan to be operated jointly by the federal and provincial Governments.

Another resolution requested the federal Government to make unemployment insurance benefits available to workers idled because of sickness, injury or quarantine.

The convention called on the federal Government to set up a national housing authority to provide low-rental homes at subsidized rents and homes "which can be purchased within the budget of the average family without hardship". A further resolution on the subject urged an amendment to the National Housing Act to allow 90 per cent federal contributions to federal-provincial-municipal housing schemes.

A resolution on workmen's compensation asked that the level of payments be raised to 100 per cent of the injured worker's income. It was also requested that immediate steps be taken to increase compensation pensions.

Noting that injured workmen in the province are often left to their own devices and told to look for light work, the convention requested that the Workmen's Compensation Board institute a suitable rehabilitation centre with trained personnel.

Declaring that "real organic unity would greatly benefit the trade union movement on this continent," the convention endorsed the idea and called on all sections of labour to study the invitation for unity made by CCL President A. R. Mosher at the 13th Congress convention in Montreal (L.G., Oct. 1953, p. 1434).

The delegates approved the principle of fair prices for farm products; called for the creation of a mutual farm-labour program and the early establishment at the national level of a Dominion Consultative Committee between farm and labour organizations; favoured the retention of rent controls; expressed opposition to compulsory arbitration in any form; and demanded the withdrawal of "Bill O" as an amendment to the Criminal Code. The convention favoured the setting up of a committee to study and make recommendations on a federal labour code.

The convention criticized the Saskatchewan Labour Relations Board for "cumbersome and troublesome red tape" and delays in issuing orders and decisions. It requested more regular and scheduled meetings of the Board.

A resolution was adopted charging that "the farm implement monopoly is pricing itself out of the market through their large profits". It called upon the "senior governments" to take all possible action to control the activities of companies in the farm implement industry, "failing which we suggest government action to take over the whole industry as a going concern".

The convention also requested that the Saskatchewan Government enact legislation requiring all employers in the province to grant 18 days sick pay per year, this pay to be accumulative; urged that income tax exemptions be raised to $2,000 for single persons and $3,000 for married persons.

Regarding international affairs, the convention adopted a resolution submitted by the executive calling on all affiliated unions to do everything within the limits of the CCL policy "to work for full employment for all workers; aid without strings to needy nations; a more representative United Nations; disarmament; trade between all countries of the world and the right of every nation however small to determine its own way of life".

Officers of the Federation returned by acclamation were President L. A. Gardiner, Vice-presidents F. McClelland and G. Daly, Secretary-Treasurer V. P. A. Secret, Recording Secretary J. Sawchyn, and Executive Members D. Young and L. Chubb.

40 Per Cent of Sweden's Salaried Workers Belong to Unions

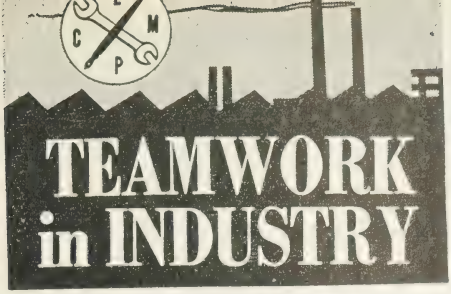
Close to 40 per cent of Sweden's 800,000 salaried employees belong to unions. These unions in turn have formed the Central Organization of Salaried Employees in Sweden (TCO). This is in contrast to the more limited organization of white-collar workers in Canada (L.G., Jan. 1953, p. 33).

Swedish unions for salaried workers include persons in a wide variety of occupations, typical of which are civil servants, hotel and restaurant employees, journalists and non-commissioned officers in the defence forces. Altogether, 44 unions have been formed, 10 of which have memberships exceeding 10,000 and the largest of which, whose members come from clerical and technical occupations throughout industry, has almost 75,000 members.

The TCO has operated independently of the Swedish Confederation of Trade Unions (LO). The TCO has pointed out that the major differences between its members and those of the LO are largely psychological. These have been sufficiently important in the minds of the workers, however, to justify separate organizations. Salaried workers have maintained that they have more opportunity than the average member of the LO to advance in their employment. Nevertheless, the strict division of membership between the two organizations has not always been clear and considerable co-operation has now been established.

Changes in the Swedish economy since the war, not unlike those that have taken place in Canada, have narrowed the area of advantage in working conditions between salaried and non-salaried workers, with the result that the salaried workers are more enthusiastic for union organization now than in past years, the TCO reports.

The TCO claims to be the only purely salaried group to belong to the International Confederation of Free Trade Unions.



LMPC Reviews First 5 Years

The year 1953 was one of the best experienced by the LMPC at Fleet Manufacturing Ltd., Fort Erie, since its formation five years ago. In a review of the year's activities, Mr. G. Murray, LMPC secretary, said:—

"Some of the more important items which the LMPC sponsored or recommended which resulted in new or better services or facilities were: formation of the Fleet Employees Credit Union; formation of the Fleet Employees Welfare Service Fund—charitable and welfare organization; a new group insurance plan which includes many new or better benefits; a new parking lot built, with a paved sidewalk from it direct to the main gate; the old parking lot enlarged and repaired; safety glasses made available to all employees; stools provided for many of the female workers in the shop; the quality and quantity of the food in the cafeteria much improved—as well as the overall cafeteria service and equipment; a new suggestion plan devised which ensures speedier processing and a fairer evaluation of employee suggestions. Through its safety sub-committee, the LMPC has assisted the company in reducing the accident rate by more than 30 per cent in the past six months.

"Although most of these items seem to deal with welfare, nevertheless it is a recognized fact that the satisfied worker in good surroundings is a happy worker and production is indirectly affected in a favourable way. Direct improvements in production methods have resulted in many cases from the hundreds of suggestions received and processed each year by the LMPC Suggestion Committee.

"Both the management and representatives of locals 171 and 939, International Association of Machinists, are completely sold on the LMPC and heartily agree that it does much to promote and maintain friendlier relations between management and labour."

Civic LMPC Active in Edmonton

The Staff-Management Committee (i.e., LMPC) of the City of Edmonton Welfare Department has contributed considerably to improved staff morale and more efficient operating procedures. Important improvements in office technique and procedure, preparation of a code of ethics for welfare workers, and a complete revision of referral and intake procedures in the Children's Aid and Public Assistance sections have been the major undertakings of the committee.

The SMC made several suggestions and recommendations regarding proper utilization of additional space and equipment allotted the Welfare Department. Waiting rooms have been furnished and a more satisfactory arrangement of office equipment has resulted.

The committee is also active in helping to plan and organize social and recreational activities.

LMPC Film Shown on Television

Television viewers in Toronto, Ottawa and London recently had an opportunity to see *A Question of Teamwork,* the Department of Labour's new film on labour-management co-operation (L.G., Nov. 1953, p. 1626). The showing was combined with a discussion on co-operation to complete an hour-long telecast.

Participating in the discussion were Max Coutts, Plant Manager, Sangamo Ltd.; Les Smith, former President, Local 1755, International Association of Machinists (Sangamo); Eugene Hallman, Director of Public Talks, Canadian Broadcasting Corporation; and R. W. Crumb, Labour-Management Co-operation Service, Department of Labour.

It is planned to present the film to television viewers in Montreal, Sudbury and Vancouver in the near future.

* * *

Another LMPC has been established in Canada's pharmaceutical industry. The new committee at the Sterling Drug Company, Windsor, Ont., is composed of representatives of production and supervisory staffs. An inaugural dinner meeting was recently held by the committee.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued three certificates designating bargaining agents and ordered two representation votes. During the month, the Board received three applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. The International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed in the loading and unloading or handling of cargoes to and from coastwise ships,

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

scows and barges operated in the Vancouver area by a number of shipping companies represented by the shipping Federation of British Columbia (Coastwise Section), including the British Columbia Coast Steamship Service (Canadian Pacific Railway Company), Canadian National Steamship Co. Ltd., General Sea Transportation Limited, The Packers Steamship Company Limited, Union Steamships Limited, Frank Waterhouse and Company of Canada Limited, and Griffiths Steamship Company Limited (L.G., Dec. 1953, p. 1769).

2. The International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed in the loading and unloading of coastwise vessels in the Port of Vancouver by Northland Navigation Co. Ltd. (L.G., Dec. 1953, p. 1769).

3. Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cocktail lounge and tavern employees of Whitehorse Hotels Limited, Whitehorse, Y.T. (L.G., Jan., p. 82).

Representation Votes Ordered

1. International Woodworkers of America, Local 1-357, applicant, and Pioneer Towing Company Limited, Vancouver, respondent (L.G., Nov. 1953, p. 1627).

2. Maintenance Workers' Federal Union, Local 493 (TLC), applicant, and the British Columbia Coast Steamship Service (Canadian Pacific Railway Company), respondent, and Machinists, Fitters and Helpers, Local No. 3 (CCL), intervener (L.G., Jan., p. 82). The names of the applicant and intervening trade union will appear on the ballot.

Applications for Certification Received

1. Victoria and District Waterfront Workers' Association, Local 560 (TLC), on behalf of a unit of longshoremen employed in the loading and unloading of deepsea vessels in various British Columbia ports by the Empire Stevedoring Company Limited and Canadian Stevedoring Company Limited, represented by the Shipping Federation of British Columbia (Investigating Officer: D. S. Tysoe).

2. The International Union of Operating Engineers, Local 796, on behalf of a unit of employees of Central Mortgage and Housing Corporation employed in the maintenance of the Corporation's properties at Ajax, Ont (Investigating Officer: R. L. O'Neill).

3. Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cocktail lounge employees of Tourists' Services Limited, Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe). The Board gave consent to the making of the application prior to the expiry of six months since rejection of a previous application affecting the same parties (L.G., Dec. 1953, p. 1769) for the reason that the rejection of that application had been based on erroneous payroll information.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December the Minister appointed conciliation officers to deal with the following disputes:—

1. Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: Bernard Wilson).

2. Oshawa Railway Company (Canadian National Railways) and Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: F. J. Ainsborough).

3. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company and Ontario Northland Railway (non-operating employees) and Joint Negotiating Committee representing a number of national and international railway labour organizations (Conciliation Officers: H. R. Pettigrove and R. Trépanier).

Settlements Reported by Conciliation Officers

1. Midland Railway Company of Manitoba and Brotherhood of Railroad Trainmen (Conciliation Officer: R. H. Hooper). (L.G., Nov. 1953, p. 1628.)

2. Canadian National Railways (Jasper Park Lodge, Bessborough Hotel, Prince Edward Hotel, Fort Garry Hotel, Prince Arthur Hotel and Charlottetown Hotel) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: Bernard Wilson). (L.G., Nov. 1953, p. 1628.)

Conciliation Board Not Fully Constituted

1. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company and Ontario Northland Railway (non-operating employees excluding water transport employees) and Joint Negotiating Committee representing a number of national and international labour organizations (Conciliation Officers: H. R. Pettigrove and R. Trépanier). (*See* above.)

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with matters in dispute between the Shipping Federation of British Columbia (Port of Vancouver, New Westminster, Chemainus and Port Alberni) and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503 and 508 (L.G., Jan., p. 84) was fully constituted in December with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed by the Minister in the absence of a joint recommendation from the other two members, M. M. McFarlane and George Home, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in November to deal with matters in dispute between CKOY Limited, Ottawa, and National Association of Broadcast Engineers and Technicians (L.G., Jan., p. 84) was fully constituted in December with the appointment of Eric Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation from the other two members, H. M. Daly, Ottawa, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nominations of the company and union, respectively.

Conciliation Board Reconvened

The Board of Conciliation and Investigation established in April 1953, to deal with matters in dispute between the National Harbours Board, Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, which reported to the Minister in August 1953 (L.G., Oct. 1953, p. 1475) was reconvened in December at the request of the parties to the dispute in order that a clarification might be made of its original report. The text of the reconvened Board's report is reproduced below.

Settlements Following Board Procedure

1. Quebec Railway, Light and Power Company and National Catholic Transport Brotherhood of Quebec, Inc. (L.G., Jan., p. 83).

2. Quebec Railway, Light and Power Company and Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc. (L.G., Jan., p. 84).

Report of Board in Dispute between

National Harbours Board, Quebec

and

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

December 22, 1953.

The Hon. Milton F. Gregg, MP
Minister of Labour
Ottawa, Ontario

Dear Sir:

The Board of Conciliation and Investigation having been reconvened under the provisions of the Industrial Relations and Disputes Investigation Act, under Section 31 (2) of the said Act, in the matter of a dispute between the National Harbours Board, Quebec, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for the purpose of interpreting and clarifying Section (c), Page 3 of its decision rendered on August 15, 1953, concerning the retroactivity of the wage rates of tradesmen and other classifications, was composed of the Hon. Justice Oscar L. Boulanger, and Messrs. Jean Turgeon and Michael Rubinstein.

On August 17, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the National Harbours Board, Quebec. (L.G., Oct. 1953, p. 1493.)

In December, at the request of the parties to the dispute, the Minister reconvened the Board in order that a clarification might be made of its original report.

Text of the Board's report clarifying its original recommendations is reproduced herewith.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report as follows:—

The present session of the Board was convened at the request of the parties by the Minister of Labour under Section 31 (2) of the Industrial Relations and Disputes Investigation Act for the sole purpose of interpreting and clarifying that section of its award rendered on August 15, 1953, dealing with the retroactivity of the wage rates of tradesmen and other classifications involved in the dispute.

After hearing the parties and reading the submissions presented by them, the Board decides as follows:—

The wage rates for tradesmen and other classifications it recommended in its decision of August 15, 1953, were meant to be effective as of November 1, 1952, the date of the expiry of the old agreement. The Board, in considering the wage rates for tradesmen and other classifications, had only before it at the time the Department of Labour Correction Sheet No. 11 dated at Ottawa, July 31, 1953, entitled "Applicable to Department of Labour minimum wage scales 1952", which on page 3 applies to Quebec City and zone. It was not intended by the Board at the time that the wage rates established by the Department of Labour in its sheets govern the wage rates of the tradesmen and other classifications involved in this dispute, but simply used this correction sheet dated July 31, 1953, as a possible guide in its deliberations. The Board interprets its decision of August 15, 1953, relative to tradesmen and other classifications that these increased rates as shown on the correction sheet No. 11 of the Department of Labour dated at Ottawa, July 31, 1953, apply as and from November 1, 1952.

The Board takes cognizance of a rate sheet supplied by the representatives of the National Harbours Board which was submitted to it on December 21, 1953, showing three columns of wage rates for the employees involved in the present decision. By way of illustration, the Board attaches herewith a revision of these wage rates and their effective dates (upon which the parties have otherwise agreed except as to their effective dates), showing the rates and their effective dates it had in view when its decision was originally rendered on August 15, 1953.

The whole respectfully submitted.

(Sgd.) O. L. Boulanger,
Chairman.

(Sgd.) Michael Rubinstein.

(Sgd.) Jean Turgeon.

QUEBEC HARBOUR

Branch and Classification	Rates Effective November 1, 1952 (¢ per hr.)	Rates Effective January 1, 1954 (¢ per hr.)
GENERAL OPERATION AND MAINTENANCE		
Blacksmith	142	145
Blacksmith helper	114	116
Boilermaker	142	145
Carpenter Foreman	152	155
Carpenter	142	145
Carpenter Helper	114	116
Crane Operator, Senior	152	155
Crane Operator	142	145
Crane Firemen	119	121
Fireman, Stationary (Shift) Class 3	119	121
Fireman, Stationary (Shift) Class 4	114	116
Labourer Foreman	125	127
Labourer	110	112
Lampman	110	112
Locomotive and Crane Fitter	147	150
Machinist and Toolmaker	152	155
Machinist	142	145
Machinist Helper	114	116
Motor Mechanic	145	145
Painter	140	140
Painter, Brush Hand	120	122
Plumber and Tinsmith	142	145
Plumber Helper	114	116
Rigger Leading	130	133
Rigger	125	127
Rigger Helper	114	116
Timberman	120	122
Track Foreman, Assistant	120	122
Trackman	112	114
Truck Driver	114	116
Waterman	122	124
Waterman Helper	112	114
Welder and Repairer	142	145

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Branch and Classification	Rates Effective November 1, 1952 (¢ per hr.)	Rates Effective January 1, 1954 (¢ per hr.)
REFRIGERATION PLANT		
Operator, Assistant Chief (shift)	135	138
Operator	130	133
Repairer	122	124
Repairer Helper	112	114
ELECTRICAL BRANCH		
Electrician	142	145
Electrician (shift)	142	145
CROSS-WALL GATES AND BRIDGES		
Bridge Operator	122	124
Gates and Bridge Tender	114	116
DIVING OUTFIT		
Diver $12.00 per day		
Diver's Assistant	122	124
Diver's Tender	114	116
MISCELLANEOUS		
Caretaker, Wolfe's Cove	112	114
Houseman, Administration Office Bldg.	110	112
WATCHING		
Watchman	103	105
Watchman, Firing	108	110

Branch and Classification	Rates Effective November 1, 1952 (¢ per hr.)	Rates Effective January 1, 1954 (¢ per hr.)
COLD STORAGE WAREHOUSE		
Checker	122	124
Floorman	122	124
Labourer	110	112
Repairer	122	124
GRAIN ELEVATOR SYSTEM		
(a)Prevailing Rates Employees		
Elevatorman, Genearal	122	124
Floorman	127	130
Galleryman	127	130
Labourer (Elevator)	110	112
Marine Towerman	127	130
Millwright, Asst. Chief	147	150
Millwright	142	145
Rigger and Gantryman	127	130
Utilityman	116	118
Watchman	103	105
Weighman, Asst. Chief	132	135
Weighman	127	130
Drier Man	127	130
(b) Salaried Employees (per month)		
Millwright, Chief	$325	$325
Weighman, Chief	295	295

Union Membership in U.K., N.Y. State and Australia

British unionists number 9½ million; Australian, 1½ million. Of the 222 United States unions, 190 are operating in the state of New York.

Union membership in the United Kingdom reached 9,524,000 in 1952, the highest yet recorded, the November issue of the *Ministry of Labour Gazette* reports.

While the 1952 membership is 43,000 more than the 1951 total, the 690 trade unions in existence at the end of 1952 are 19 fewer than in 1951. Twenty-seven small unions were absorbed by larger unions or disbanded and eight new unions were formed.

Of the 690 unions, 321 had fewer than 500 members and formed about one per cent of the aggregate membership. The 91 unions with memberships of more than 10,000 accounted for 92 per cent of the total trade union strength.

Seventeen unions had more than 100,000 members and had an accumulated membership of 6,371,000.

Of the 222 national and international unions in the United States, 190 are operating in New York state, according to the *Directory of Labour Organizations in New York State.*

Of these 190, 110 are affiliated with the American Federation of Labour, 35 with the Congress of Industrial Organizations, and 45 are independent. Of the 190 unions, 19 are of government employees and 171 of industrial workers.

The *Directory* also reports about 5,500 union locals in the state; of these about 4,800 are nationally or internationally chartered by the AFL or CIO, 502 belong to interstate organizations and 179 are unaffiliated. About one-quarter of the 5,500 locals are organizations of government employees.

Of the state's locals, 1,521 are located in New York City, 889 in the Buffalo district, 762 in the Albany district, and 740 in the Metropolitan district.

In 1952 Australia, with a population of 8,750,000, had 360 separate trade unions with a total membership of almost 1,640,000, according to statistics recently released by the Australian Bureau of Census and Statistics.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Mining

Coal Mining—*Drumheller District, Alberta —Drumheller Coal Operators' Association and National Union of Firebosses, Local 1 (CCL).*

Agreement to be in effect from July 3, 1953, for a period of one year. The parties will meet 60 days before its expiration to discuss a renewal.

Union Security: compulsory membership and maintenance for all employees covered by the agreement.

Check-off: obligatory for all.

Hours: 8 per day Monday to Friday, a 40-hour week. *Overtime:* time and a half after standard daily or weekly hours. If the mine is idle during any day from Monday to Friday owing to circumstances beyond the company's control Saturday shall be worked at straight time, as long as not more than 40 hours a week are worked. Time worked on any of 10 recognized holidays shall be paid at time and a half.

Vacations with pay: one day of vacation credit to any fireboss who has not lost more than 12 hours during the month. But any fireboss who averages 20 shifts per month during the year shall be entitled to 12 days' vacation per year. A maximum of 12 days' pay may be earned, but vacation used must be taken within a period of 2 weeks. No fireboss shall be qualified for vacations with pay until he has completed 12 months' service. Vacations may be accumulated and taken at the end of a two-year period.

Wages: firebosses shall be paid at the rate of $15 per day of 8 hours.

Welfare and Retirement Fund of the National Union of Firebosses: the operators' contribution to this fund shall be 93/2008 of 20 cents per ton on all coal sold or used. (This contribution is based on the proportion which the Firebosses' membership bears to the membership of the United Mine Workers of America in the district.)

Household coal will be supplied to firebosses who are *bona fide* householders, and to widows of firebosses who were employees at the time of death, at $6.65 per ton for lump coal and $6.30 for egg coal.

Seniority is to be considered in lay-offs and rehiring, and a *grievance procedure* is outlined.

Manufacturing

Prepared Cereal Foods—*London, Ont.—Kellogg Co. of Canada, Ltd. and American Federation of Grain Millers, Local 154.*

Agreement to be in effect from April 15, 1953, to April 15, 1954, and year to year thereafter subject to notice not less than 30 days before the end of the agreement period.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Union security: all employees who have served their probationary period must become and remain members for the life of the agreement.

Check-off: the company will be furnished with a card signed by each member authorizing deduction of dues, and the company agrees to deduct the regular monthly dues from the pay of each member upon completion of the ten-week probationary period.

Hours: 8 per day Monday to Friday, 40 hours a week. In departments and jobs which operate on a regular year-round 7-day week schedule a plan will be in effect providing regularly scheduled days off each week. *Overtime:* time and a half after 8 hours per day and for work on Saturday; double time for Sunday, and time and a half in addition to regular pay for work on any of 8 *paid holidays.*

Vacations with pay: one week after one year, 2 weeks after 2 years and 3 weeks after 15 years of service. Senior employees will have preference in choice of vacation times.

Wage rates per hour for certain job classifications: men—bag pick-up man, elevator operators, helpers (power plant) $1.31; baggers, helpers (production), paper baler, sorting table man, sprayer and grain tester, oiler, engineer 4th class $1.39; rice picker and grinder, tank man, stockman, loader and unloader and checker, tractor operator, stores keeper $1.45; pep oven operator, wheat bumper, coating tank man, packer, grain unloader, feed mixer $1.52; head tank man, flavour makers, shredder operator, corn flake oven operator, drier operator, coater operator, glue machine operator (printing department), package supply man, unloader and checker, receiver and shipper (mill), head stores keeper $1.58; package machine operator C, mechanic C $1.59; package machine operator B, warehouse, stock checker and loader, mechanic B, engineer 3rd class, insulation applicator, miller-2nd $1.64; miller-1st, package machine operator A, truck maintenance and driver A, mechanics A, engineer 2nd class, machinist $1.71; maintenance crew leader $1.85; women —glue machine operator's helper, collator $1.16; women and boys—packing line operators, food belt inspectors, reclaim operators $1.16; head belt inspector, package inspector, case weight recorders $1.21. (Most

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of the above rates are from 6 to 8 cents higher than those paid under the previous agreement.)

Off-shift differential: a premium is paid of 6 cents per hour for work on second shift and 8 cents for work on third shift. These premiums are not included in holiday pay or in overtime calculations.

Seniority is recognized on a plant-wide footing in layoffs and re-hirings, and in promotions to certain jobs. Promotions to other jobs are subject to departmental seniority. Seniority rights will be forfeited if an employee absents himself without leave or good cause for 3 consecutive days.

A procedure for *settlement of grievances* is prescribed.

Bakery Products—*Brandon, Man.—McGavin Bakeries, Ltd., General Bakeries, Ltd. and Canadian Bakery Workers' Union, Local 1 (CCL).*

Agreement to be in effect from April 15, 1953, until April 15, 1954, and thereafter from year to year subject to notice 60 days before April 15 in any year.

Union security: compulsory membership and maintenance of membership for present employees, and for new employees within 30 days of engagement.

Check-off: voluntary.

Hours: for inside workers 42 hours per week. *Overtime:* time and a half for work beyond the regular week. For work on 9 *paid holidays* double time and a half.

Rest periods: 10 minutes shall be allowed without deduction of pay during each period of work lasting 3 hours or more.

Vacations with pay: 2 weeks after 12 months' service. Choice of vacation periods to be according to seniority.

Wage rates per week: salesmen are paid a standing wage of $17 plus 15 per cent commission on retail sales and 6 per cent on wholesale sales; country salesmen, standing wage $20 plus the same commission as for other salesmen. The minimum guarantee for all salesmen shall be $45 per week. Inside employees: doughmen $57, assistant $52; ovensmen $55.50; dividersmen, tablehands $52.50; oventenders $49.25; machine operators, assistant shippers $49.50; shippers $53; maintenance men $52.25; cleaners $39 to $44; baker's helper, first 6 months $38.25, second 6 months $40.25, thereafter $45; wrappers and packers (female), first 6 months $36.25, second 6 months $38.25, thereafter $42, at discretion $2 further increase to $44.

Off-shift differential: workers on a shift any part of which falls between 11 p.m. and 5 a.m. shall be considered night workers and shall be paid 8 cents per hour in addition to regular rates.

Uniforms: when employees are required to wear any kind of uniform clothing half the cost shall be borne by the employer and half by the employee. "Whites" for inside workers are to be supplied to employees at cost, or they may provide their own.

Seniority within each group of employees shall be taken account of in layoffs and in promotions. *Settlement of grievances* is provided for.

Rayon — *Cornwall, Ont.—Courtaulds (Canada) Ltd. and Textile Workers' Union of America, Local 779.*

Agreement to be in effect from July 1, 1953, for one year, and thereafter from year to year subject to notice 60 days before expiry date.

Union security: compulsory membership and maintenance for all present employees and for new employees with more than 60 days service.

Check-off: voluntary.

Hours: for day work 8½ per day Monday to Thursday and 8 on Friday, 42 hours a week; for shift work 8 per day for an average week of 42 hours according to present schedule; for girls on 2-shift operation 8½ hours per shift Monday to Thursday and 8 on Friday, 42 hours a week. Shift workers get a 40-minute lunch period with pay, except in the New Plant where 50 minutes are allowed. *Overtime:* time and a half for work beyond, or outside of, the regularly scheduled hours; for shift workers for work from 3 p.m. Saturday to 7 a.m. Sunday, and for day workers and boys for all work on Saturday; double time for work on Sunday, and time and a half in addition to holiday pay for work on 8 *paid holidays.*

Rest periods: two 10-minute periods per shift.

Vacations with pay: the plant will be shut down during 2-week period immediately preceding the Civic Holiday (first Monday in August). During that period employees with one year's service before June 1, 1954, will receive 2 weeks' pay, and employees with 15 years' service will receive 3 weeks' pay. (Under the previous agreement 3 weeks' pay was allowed after 20 years; and 2 weeks' pay after 5 years, this latter amount being reached by steps from one week's pay, which was allowed after one year's service.)

Wage rates per hour for certain classes: viscose department—senior press operator, churn control, senior section man $1.50; oxide preparation, dialyser operators, churn and mixer spare, section man $1.45; dialysers, mercerizing, light operator $1.42; press operator $1.47; pulp transfer, crumbs, operator $1.39; viscose carts and cleaning $1.31; textile spinning department—jet stall, acid corrections $1.52; pump tester $1.50; stroboscope, box lids and rings, bracket man $1.47; box spindleman $1.47 and $1.49; machine washer, machine washer spinner, spinner doffer, spare man, patrol man $1.39; viscose pans and cleaning, window washing $1.31; jet room girl and filter wrapping girl 93 cents, senior 97 cents; filter boy 98 cents; cake wrapping department—reel fixer $1.45; stockinette man $1.31; cake wrappers, sweeper 93 cents; processing department—(females) checker, instructress $1.09; cone sorter, cone packer, coners, repair cakes $1; creel girls, sweeper 98 cents; cone tube sorting 93 cents; (males) key man $1.47; cone fixer $1.45; oiler $1.42; nailing cases, $1.04; boys: supply, cone, spare parts, lubricating $1.04; creel boy, spare boy $1; engineering department—leadburners $2.10; engineers, 2nd class $1.74, 3rd class $1.54, 4th class $1.45; improvers, lead moulder, funnel setter, tool store attendant $1.45; switchboard operators, pump house attendant $1.39; helpers $1.37 and $1.39; girls' rates—starting 75 cents, after 2 months 78 cents, after 4 months

or on reaching 70 per cent of work quota 81 cents, on reaching 100 per cent of work quota 93 cents; boys' rates—starting 80 cents, after 2, 4, 7 and 12 months 83, 88, 93 and 98 cents respectively. The cost-of-living bonus outlined in previous agreements has been discontinued as of June 30, 1953, and the rates of pay have been increased by 20 cents for adult males and by 13 cents for females and boys.

Pensions: the pension plan and disability pension plan for hourly paid employees, which became effective on January 1, 1953, continues in force.

Insurance benefits provided by the company include life, accident and sickness insurance for employees only; and cover hospital expenses, doctor's attendance and surgical operations for employees and their dependents.

Severance pay: a permanent employee whose services are dispensed with as a result of a change in plant or equipment or in a process or method of operation shall be paid a displacement wage equal to one week's pay for each full year he has been employed with the company.

Seniority is considered in layoffs, rehirings and promotions, and a *grievance procedure* is set out.

Knitted Goods and Yarns—*Dunnville, Ont.—Monarch Knitting Co., Ltd. (Dunnville Division) and Textile Workers' Union of America, Local 736.*

Agreement to be in effect from April 15, 1953, to April 15, 1954, and thereafter from year to year subject to notice between February 15 and March 15 in any year.

Union security: compulsory membership and maintenance for all employees.

Check-off: voluntary.

Hours: 9 per day Monday to Friday, a 45-hour week. *Overtime:* time and a half for work in excess of regular daily hours, and for work on Saturdays, Sundays and on 8 *paid holidays.*

Rest periods: in shifts interrupted by a regular lunch period a 10-minute period in each half-shift; and in shifts which do not include a regularly scheduled lunch period one 10-minute and one 15-minute rest period are allowed.

Vacations with pay: one week with 2 per cent of earnings after one year's service; 2 weeks, with 3 per cent of earnings after 3 years', and with 4 per cent of earnings after 5 years' service.

Wage rates: males—the following are piecework base rates, piecework target rates and day rates respectively: Group A 88 cents, $1.08 and 94 cents; Group B 93 cents, $1.14 and 99 cents; Group C 98 cents, $1.20 and $1.04; Group D $1.03, $1.26 and $1.09; Group E $1.08, $1.32 and $1.14; Group F $1.13, $1.38 and $1.19; Group G $1.18, $1.44 and $1.24; Group H $1.23, $1.50 and $1.29; Group I $1.28, $1.56 and $1.34; females and youths—Group A 77, 94 and 83 cents; Group B 80, 98 and 86 cents; Group C 83 cents, $1.02 and 89 cents; Group D 86 cents, $1.05 and 92 cents; Group E 89 cents, $1.09 and 95 cents. In the case of pieceworkers the company shall pay an additional 2½ per cent of net piecework earnings.

Off-shift differential: on evening shift (one other than regular day shift, ending by midnight) 5 cents per hour; on night shift (one which ends after midnight) 10 cents per hour.

Group insurance: the company agrees to pay the full cost of an insurance plan. This plan includes life insurance, weekly sickness and accident benefits, cost of hospital room and board, special hospital services, surgical operations and maternity benefits. Life insurance is $500 for females and $1,500 for males. Weekly sickness and accident payments are $15 for females and $20 for males for a maximum of 13 weeks for each separate and unconnected illness or accident. These payments begin on the first day of lay-off due to accident and on the eighth day due to sickness. Hospital expenses cover room and board to a maximum cost of $8 per day for males and females for a total of not over 120 days for each separate illness or accident. Payment for special hospital services is allowed to a maximum of $80 for males and females; and surgical expenses not to exceed $150 are covered. Hospital and surgical expenses of dependents are paid in the same amounts as for employees.

Seniority is considered in promotions and lay-offs, and a *grievance procedure* is laid down.

Heavy Machinery and Iron Castings—*Trois Rivières, Que.—Canada Iron Foundries, Ltd., and International Molders and Foundry Workers' Union of North America, Local 101.*

Agreement to be in effect from May 1, 1953, to April 30, 1954, and for another year thereafter subject to notice at least 30 days before expiry date.

Union security: preference to union members in the hiring of new employees, compulsory maintenance of membership for all present members, and compulsory membership and maintenance for new employees within 30 days of engagement. Preference is also given to union members in promotions.

Check-off: voluntary; but all who are at present paying by the check-off system will continue to do so during the entire life of the agreement.

Hours: 9 per day Monday to Friday, a 45-hour week. *Overtime:* time and a half for work over and above regular daily hours; double time for work on Sundays; and on 8 *paid holidays* double time in addition to holiday pay. To be eligible for pay for the holidays an employee must work at least 10 full working days in the month in which the holiday falls.

Vacations with pay: after one year's service one week with 2 per cent of earnings, for each additional year of service an extra day with pay, until after 5 years 2 weeks with 4 per cent of earnings are allowed. An additional week is allowed after 20 years' service.

Wage rates per hour for some classifications: machinists, welders, blacksmiths, 1st class $1.49, 2nd class $1.37 to $1.48, 3rd class $1.03 to $1.36; moulders, core makers, electricians, patternmakers, 1st class $1.49, 2nd class $1.37 to $1.48, 3rd class $1.12 to $1.36; general labour $1.09. The above rates are reported to have been increased by 5 cents an hour on September 1, 1953.

Off-shift differential: all employees working other than regular hours shall be paid 10 cents an hour more than regular shift workers.

Work outside the plant or at a distance: men called outside the plant will be paid 10 cents an hour extra from the time they leave their home until they return to their place of employment, for 9 hours. When employees on company business have to travel a considerable distance, meals, board and reasonable expenses will be paid by the company, over and above their regular 9 hours a day, Sundays and holidays included.

Provision is made for *seniority rights and settlement of grievances.*

Motor Vehicles — *Hamilton, Ont. — The Studebaker Corporation of Canada, Ltd., and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 525.*

Agreement to be in effect from November 3, 1953, to November 2, 1954, and thereafter subject to 30 days' notice.

Union security: compulsory maintenance of membership for all members and compulsory membership for all new employees within 30 days after engagement. However, an employee may withdraw from membership if he gives notice of such intention between 20 and 10 days before the first anniversary date of acquiring seniority. If he joins again he may not resign a second time, during the life of the agreement, until the next anniversary of his seniority date.

Check-off: all employees must sign a check-off authorization. The company may cease to honour these authorizations, at its option, if an unauthorized strike or stoppage occurs which the union does not repudiate in writing to the company, or try to prevent. If the union wishes to suspend a member the case is to be reviewed by the Plant Committee with the company, and may then be submitted to the appropriate Union Review Board, whose decision shall be final. Pending this decision the employee may be retained in the company's employ.

Hours: 8 per day Monday to Friday, a 40-hour week. *Overtime:* time and a half after 8 hours per day and for Saturday if worked as a sixth day in the work week; double time for Sunday if worked as a seventh day. For work on 8 *paid holidays* time and a half will be paid in addition to holiday pay.

Vacations with pay: one week after one year's service completed as of August 1, with pay as follows—if hired before March 10, 1952, 2½ per cent of their total earnings calculated from the date of computation of their previous vacation pay to the Saturday closest to the previous June 30; if hired on or after March 10, 1952, 2 per cent of their earnings calculated in the same way. After 3 years' service 2 weeks vacation with 3½ per cent of earnings, and after 5 years 2 weeks with 5 per cent of earnings; in both cases earnings being calculated as described above for one week of vacation.

Off-shift differential: a night-shift premium of 10 cents per hour for all work on shifts half or more of the working hours of which fall between 6 p.m. and 8 a.m.

Seniority rights are laid down in detail; and they apply on a plant or department basis, or by job classification for those in skilled trades, in promotions, lay-offs and recalls.

Procedure for the *settlement of grievances* is also set forth.

Electrical Machinery and Equipment— *Hamilton, Ont.—Canadian Westinghouse Co., Ltd., and United Electrical, Radio and Machine Workers of America, Local 504.*

Agreement to be in effect from September 29, 1953 to April 22, 1955, and for a further year subject to notice between 70 and 60 days prior to expiry date. This agreement is similar to that previously in effect (L.G., Oct. 1952, p. 1357) except for certain changes, which include the following:—

Vacations with pay: 3 weeks are allowed after 15 years' (previously 20 years'); 2 weeks after 3 years' service (previously 5 years'); one week and one day after 2 years' (previously one week and 3 days after 4 years', one week and 2 days after 3 years', one week and one day after 2 years' service); and one week after one year's service.

Wage rates per hour: effective October 2, 1953, all guaranteed rates will be increased by 7 cents an hour; and on April 16, 1954, there will be a further increase of 4 cents an hour for all employees. For non-incentive employees only rates will be increased by 2 cents an hour on January 8, 1954.

Out-of-town work: employees of Plants 1, 2 and 3 who are sent outside the Hamilton area on service jobs, and who do not return at night, will be paid an extra allowance of $1.50 per day (new provision).

Ammunition—*Brownsburg, Que.—Canadian Industries, Ltd., and the United Mine Workers of America, District 50, Local 13148.*

Agreement to be in effect from July 7, 1953, to July 6, 1954. Negotiations for renewal or amendment may be opened on 10 days' notice within two months of expiry date.

Check-off: voluntary and irrevocable.

Hours of work: 8½ hours per day Monday to Thursday and 8 hours on Friday—a 42-hour week for day work. For shift workers the normal hours of work shall vary from 8 per day for 6 days to 8 per per day for 5 days per week, in accordance with the schedule established from time to time for such employees. (Under the former agreement the hours for day work were 44 per week). *Overtime:* time and a half after normal daily hours, double time for work on regularly assigned rest day; for work on 8 *paid holidays* straight time in addition to holiday pay. If the employee is not entitled to holiday pay the rate for work on a holiday will be time and a half.

Rest periods: one of 12 minutes and one of 4 minutes during normal daily hours of work.

Wage rates per hour for certain classifications: males—group I: labourer, janitor I, crib attendant II $1.13 to $1.21; group II A: serviceman B, primer sparker $1.16 to $1.25; group II B: production operator C, lapper II, pointer II $1.16 to $1.25; group III: production operator B, casemaker $1.20 to $1.29; group IV: serviceman A, crib attendant I, tractor operator, truck driver, fireman, oiler $1.22 to $1.29; group V: toolsetter II, machine operator helper, lapper I, pointer I, production checkers $1.23 to $1.33; group VI: production operator A, heat treat operator II, chrome plater II $1.26 to $1.38;

group VII: toolsetter I, machinist III, tool inspector II, grinder operators, lathe operators, carpenter II, millwright II, toolmaker III, painter, pipefitter II $1.31 to $1.44; group VIII: carpenter I, millwright I, pipefitter I $1.41 to $1.55; group IX: machinist II, tool inspector I, electrician II $1.47 to $1.61; group X: electrician I, toolmaker II, welder, chrome plater I, heat treat operator I $1.53 to $1.67; group XI: machinist I, stationary engineer II $1.64 to $1.78; group XII: toolmaker I $1.71 to $1.84; group XIII: machine shop specialist $1.76 to $1.97; group leaders: labourer, $1.23 to $1.33; tool shop operator $1.46 to $1.56; carpenter $1.57 to $1.67. Females—group I: production operator F, crib attendant IV 81 to 88 cents; group II: production operator E, crib attendant III 84 to 91 cents; group III: production operator D, technical operator II 88 to 96 cents; group IV: technical operator I 92 cents to $1.04; group V: tool inspector III 92 cents to $1.09. The above rates are higher than those in effect under the previous agreement by from 6 to 11 cents for males, and 5 to 6 cents for females.

Shift premium: 5 cents per hour for evening shift (3 p.m. to 9.59 p.m.), 7 cents for night shift (10 p.m. to 3 a.m.).

Seniority is considered in lay-offs, rehirings and promotions. A *grievance procedure* is prescribed.

Construction

Electrical Workers—*Halifax, N.S.—Halifax Construction Association and International Brotherhood of Electrical Workers 625.*

Agreement to be in effect from July 2, 1953, to April 30, 1954, and thereafter from year to year subject to notice of not less than 60 days before April 1 in any year.

Union security: closed shop. Only members of Local 625 shall be given employment. If none are available members of outside electrical unions may be employed if their cards are deposited with Local 625.

Hours: 8 per day Monday to Friday, a 40-hour week. *Overtime:* time and a half for work in the first 4 hours after regular daily hours and on Saturday from 8 a.m. to 12 noon; double time for work in excess of 4 hours after regular daily hours and on Sundays and holidays.

Vacations with pay: 4 cents per hour are added to regular pay in lieu of paid vacations.

Wage rates per hour: electricians $1.70; charge hands $1.80. These rates include the 4 cents an hour in lieu of vacations with pay mentioned above.

Off-shift differential: when two or more shifts are worked within the 24 hours, work done between 5 p.m. and 8 a.m. shall be paid at the rate of 8 hours' pay for 7 hours' work.

Apprentices: not more than one apprentice shall be employed to one journeyman; and no apprentice shall work on a job except under the supervision of a journeyman.

Work outside city limits: workmen doing work outside city limits shall receive all expenses, including board, train fare and travelling time.

Grievance procedure: any grievance arising shall be reported to the president or business agent of the Local, to be dealt with by the joint committee.

Electric Power Construction—*Province of Ontario—The Hydro-Electric Power Commission of Ontario on the one part and certain International Unions of the American Federation of Labor and the Ontario Hydro Construction Allied Council, AFL, on the other part.*

Agreement to be in effect from August 1, 1953, to July 31, 1954, and thereafter from year to year subject to notice 60 days prior to anniversary date. The Sir Adam Beck-Niagara Generating Station No. 2 Project wage schedules are effective March 1, 1953; and all other rates are effective April 23, 1953. A few of the rates given below however are, as noted, effective June 1, 1953, on which date they superseded the rates effective April 23.

Union security: compulsory membership and maintenance of membership in the appropriate union of the above council for all present employees. New employees must apply for membership within a stated period after engagement—union shop.

Check-off: a check-off system shall be instituted and deductions shall commence on submission by the union of a standard check-off authorization.

Hours: 9 hours per day Monday to Thursday and 8 hours on Friday, a 44-hour week. These hours may be varied by agreement between the employer and the group of employees concerned to provide alternate "long" and "short" weeks, the average hours per week over a 2-week period remaining at 44. For camp staffs, firefighters and engineers operating temporary heating plant, pumps and compressors on shift, hours are 8 per day, a 48-hour week; watchmen 6 days of 12 hours or less. On the Sir Adam Beck project the hours are: in tunnel operations three 8-hour shifts 6 days per week, and for surface work starting time shall be not earlier than 7 a.m. and quitting time not later than 6 p.m.

Overtime: for hourly-rated employees, time and a half for all hours in excess of daily standard hours and for work on Friday or Saturday when one or both of these days are outside the standard schedule being worked (see reference to "long" and "short" weeks above). On the Sir Adam Beck project, in the case of all work which calls for 6 days of 8 hours each, any hours in excess of the first 4 on the sixth day of the week, and in excess of 8 on any of the first 5 days of the week, shall be at time and a half. Double time shall be paid for all work on Sunday and on 8 specified holidays. On Christmas and New Year's Day, which are *paid holidays* for all employees after 3 months' continuous service, the overtime pay is in addition to regular pay for the holiday. Monthly-rated employees will be paid at straight time for work performed in excess of standard daily schedule, and double time for work on the seventh day in any week and for statutory holidays. On special projects camp staffs will be paid time and a half for work in excess of standard daily hours. Compensation for overtime worked by monthly-rated employees may be made in the form of equivalent time off by mutual agreement, provided that such time off is allowed within two weeks after the time was worked.

Vacation allowance shall be 4 per cent of earnings.

Wage rates: four schedules of hourly rates are set out as follows:—

(1) Universal rates, which apply to all employees of the Construction Division of the commission in the categories named, which include: electrical worker, lineman $1.34 to $2.23; steel tower erector $1.34 to $1.85 (the preceding rates are for first year and journeyman respectively); groundman, steel tower assembler and electrical helper $1.34 and $1.56 (all above rates effective June 1, 1953; all the succeeding rates except those for the Sir Adam Beck Project are effective April 23, 1953); operating engineers, various machines, $1.50 to $2.25; oilers and greasers $1.40 and $1.50.

(2) Provincial rates, which are those paid to employees in the categories listed, except in areas where rates have been established by the Industrial Standards Act or by collective agreements which are higher than the Provincial rates. In such areas in most cases the established rates prevail after employees have been engaged for a certain length of time in the area, or on work that requires an employee to remain in one location for more than two months, but which is not a Special Project. Included in the schedule of Provincial rates are: carpenters and cribmen $1.75; labourers, common $1.10 to $1.20, building $1.25 to $1.30; drillers, various $1.30 to $1.40; other machine operators $1.30; watchman $1; auto and diesel mechanic $1.11 first year to $1.85 for journeyman; machinists $1.95; truck drivers, various $1.35 to $1.60; plumbers $1.70 and $1.80; painters and glaziers $1.50 to $1.70; structural steel erectors, blacksmiths, welders $1.80; riggers $1.65, warehousemen $1.25 to $1.40.

(3) Pine Portage Generating Station Project. The rates in this schedule for most categories are the same as the Provincial rates, but are higher in two or three cases.

(4) Sir Adam Beck-Niagara G.S. No. 2 Project. Rates in this schedule are effective March 1, 1953, but in a number of categories rates, which are higher than those effective March 1 on the average by about 10 cents per hour, become effective at later dates, which vary from May 1 to August 1, 1953. The rates in this schedule for categories listed in the Universal rates are generally the same as those rates. Rates for other categories listed under Provincial rates are in a number of cases higher than the Provincial rates, by as much as 35 cents for some occupations.

Piece rates are to be subject to special negotiation as the need arises.

Monthly rates for division field clerks are given in a separate schedule in a number of ranges, and for first, second, third and fourth year. Separate rates are given for 37½-hour, 40-hour and 44-hour weeks. These rates vary from $162 for juniors after 6 months to $453 in the highest range for the fourth year for the 37½-hour week; for the 40-hour week the range is from $170 to $475; and for the 44-hour week from $181 to $508. In another schedule covering temporary clerks on the Sir Adam Beck project the rates are usually somewhat higher than those just mentioned. Monthly rates for camp staff include: cooks, camp, "A" $319 to $365, "B" $285 to $319; "C" and second $255 to $285; bull cook, cleaner, cookee, camp watchman $137, after 2 months $158; waiter, waitress $120 to $140; head bull cook and cleaner (foreman) $187.

Off-shift differentials: on 3-shift operation, 7 cents per hour for the evening, and 12 cents per hour for the night shift. On 2-shift operation 10 cents per hour for the second shift, provided that it begins before, and ends after midnight.

Travelling time: at straight time rates for all time spent in travelling to and from work in excess of 15 minutes each way.

Seniority by trade or trade group is considered in layoffs.

A *grievance procedure* is laid down.

Plasterers—*Toronto, Ont.—Members of the Toronto Contracting Plasterers' Association and the Operative Plasterers and Cement Masons International Association, Local 48.*

Agreement to be in effect from September 14, 1953, to April 30, 1955; and may be amended or terminated if notice is given on or before November 30, 1954.

This agreement is similar to that previously in effect (L.G., Jan. 1951, p. 61) except for the clause on *wage rates* which now reads as follows:—

The minimum rate of wages for work done on a regular working day shall be $2.25 per hour retroactive to July 16, 1953, to April 30, 1954. An additional 15 cents per hour from May 1, 1954, to April 30, 1955.

Transportation

Street and Interurban Railway—*Port Arthur, Ont.—Public Utilities Commission of the City of Port Arthur and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 966.*

Agreement to be in effect from May 1, 1953, to May 1, 1954, and thereafter from year to year subject to notice at least 30 days before expiry date.

Hours: transportation department—6 hours and 40 minutes per day, 6 days per week, a total of 40 hours; garage and route maintenance departments—8 hours per day for 5 days per week, a total of 40 hours. *Overtime:* for regular operators time and a half for all time in excess of regular schedule; for short run and spare operators time and a half after approximately 40 hours per pay period, and time and a half for work on regular day off for all employees. In garage and maintenance of route departments in cases of emergency employees called to duty after regular hours, and in the transportation department operators taking out special buses in addition to regular run, will receive a minimum of three hours pay at regular rates. An operator doing extra work for which this minimum guarantee is paid will receive either the guaranteed amount or overtime rate, whichever is greater. An employee required to work on any of 10 *paid holidays* during his regular shift hours will be paid time and a half for the hours worked and be allowed equivalent time off with pay as soon after as possible. If such work is not during his regular hours he will receive time and a half only, without equivalent time off.

Vacations with pay: 2 weeks after one year's service for all employees on the permanent staff, an extra week after 20

years' service. Seniority shall govern choice of vacation period, with rotation of periods in succeeding years.

Sick leave with pay: 10 working days per year for all permanent employees. Sick pay credit shall be cumulative to a maximum of 156 working days.

Wage rates per hour: transportation department—$1.41 for first 6 months, $1.46 for second 6 months, $1.53 thereafter; operators in training $1.27; garage and maintenance of route departments—electrician, body man, mechanic "A" $1.60½; painter, mechanic "B" $1.57½; serviceman "A" $1.54, "B" $1.46½; cleaners $1.37½; labourers, regular $1.38½, temporary $1.32; truck driver $1.45. After one year's service, and if capable of performing serviceman's duties, cleaners to receive serviceman "B" rate. Serviceman "B" after 3 years' service may qualify for the "A" rate.

The above rates are from 3 to 7½ cents higher than those previously in effect for operators, and from 12 to 14½ cents higher for other employees.

Free transportation will be provided to all transportation department employees.

Uniforms: after 3 months' service operators shall be supplied free of charge with a uniform suit, an extra pair of trousers and a cap each year, and with an overcoat every third year, and also three shirts and two ties per year. Garage employees shall receive free three suits, and maintenance of route men two suits, of two-piece overalls per year.

Provision is made for *seniority rights* and for *settlement of disputes.*

Service

Hospitals—*Fort William, Ont.—McKellar General Hospital and the Office Employees' International Union, Local 81.*

Agreement to be in effect from October 21, 1953, to December 31, 1954, and thereafter from year to year subject to notice from 60 to 30 days before expiry date.

Check-off: voluntary and irrevocable during the term of the agreement for present employees; compulsory for new employees hired after date of signing of the agreement on completion of probationary period. This check-off provision, as well as the schedule of wage rates, is retroactive to July 15, 1953.

Hours: 7 hours per day Monday to Friday, 3½ hours on Saturday; a 38½-hour week. These hours do not apply to switchboard operators, receptionists and ward clerks.

Overtime: an employee required to work half an hour or more in excess of the regular day shall, by mutual agreement, be given an equal amount of time off or else be paid at straight time for the time worked. An employee required to work on any of the 8 statutory holidays mentioned shall have a day added to his annual vacation for each day so worked.

Vacations with pay: 2 weeks after one year's service. Seniority to be considered in choice of vacation times.

Sick leave: 6 days after 6 months' service; after 12 months, at the rate of one day per month. A medical certificate may be required.

Wage rates per month effective July 15, 1953: accounting assistant $200; clerks I $121 for first year to $148.50 after 5 years, II $143 up to $165 after 5 years, III $170.50 to $192.50 after 5 years; clerk-stenographers I $121 to $136 after 4 years, II $148.50 to $165 after 4 years; clerk-typists I $99 at start to $126.50 after 5 years, II $126.50 to $143 after 4 years; receptionist $137.50 to $154 after 4 years; switchboard operator $110 to $137.50 after 5 years; ward clerk $99 to $110 after 3 years; office boy or girl $88 to $99 after 3 years.

Plan for hospital and medical care and pension: as a condition of employment all new permanent employees must enrol with the Ontario Plan for Hospital Care at coverage for the semi-private ward rate and with Physicians' Services Incorporated, at the first enrolment date after engagement. Every permanent employee is also obliged to conform to the requirements of the Pension Annuities Plan. This plan is optional for females.

Procedure for *settlement of grievances* is prescribed. Preference is to be given to present employees over outside applicants in filling vacancies in the bargaining unit.

Municipal Government—*Fort William, Ont.—Corporation of the City of Fort William and Civic Employees Federal Union No. 87 (TLC).*

Agreement to be in effect from February 1, 1953, to January 31, 1955, and thereafter from year to year subject to notice between 60 and 30 days prior to expiry date.

Union security: compulsory maintenance of membership for all members.

Check-off: the corporation will deduct dues and assessments from the pay of all employees and remit the amount deducted to the union.

Hours: up to October 31, 1953, 8 hours a day Monday to Friday, and 4 hours on Saturday morning, 44 hours a week. From November 1, 1953, the week will consist of 5 days of 8 hours each, 40 hours.

Overtime: time and a half for work outside regular hours and on Sundays. An employee who has returned home after completing his work, and who is called back to work, will be paid for a minimum of 2 hours at straight time; and any call-out in excess of 2 hours will be paid at overtime rate. Double time is allowed for work on 10 *paid holidays.*

Vacations with pay: for permanent staff employees, 2 weeks after one year of service, 3 weeks after 25 years. For all other employees vacations will be in accordance with provincial law (one week after one year).

Sick leave: 10 days' leave with pay is allowed each year, and may be accumulated to a total of 156 days. Unused credits which accumulated from February 1, 1950 will be allowed on retirement of the employee. Each illness for which leave is claimed must be for at least three days, and a doctor's certificate is required.

Wage rates per hour in effect until October 31, 1953, for certain classifications: waterworks department—leadhand $1.27; waterworks men, skilled $1.24, semi-skilled $1.22, unskilled $1.19; labourer (semi-skilled) $1.14; turnkey $1.17; patrolman $1.14; dragline operator $1.45; bulldozer operator $1.35; board of works department

—master mechanic $1.52; equipment operator mechanic $1.47; equipment operator, grade I $1.42, grade II $1.35, grade III $1.25; truck and light tractor driver $1.23; handyman $1.29; handyman (painter) $1.24; lead hands (various) $1.19 to $1.34; sewer men, skilled $1.22, semi-skilled $1.19, common $1.14; labourers, skilled $1.19, semi-skilled $1.14, common $1.10, common (casual) $1.03½. Effective Nov. 1, 1953, to Jan. 31, 1954, the above rates are increased by approximately 10 per cent; and from Feb. 1, 1954, to Jan. 31, 1955, a further 3 cents is added. In addition to the above basic rates, beginning June 1, 1953, a *consumer price bonus* will be paid to employees in the above classifications, except common labour (casual), computed at $1.95 per month per point above a base of 113·5 points in the Consumer Price Index, to be adjusted monthly up or down.

Special clothing: employees engaged in spreading calcium chloride will be supplied with protective clothing; waterworks employees, garbage collectors and others who are required to be outside in wet weather will be provided with waterproof clothing; and employees engaged in garage repair work will be given two sets of overalls a year.

Seniority is considered in layoffs, rehirings and promotions; and a *grievance precedure* is prescribed.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of five others. In addition to those summarized below, they include: the extension of the terms of a new agreement for the retail trade at St. Félicien published in the *Quebec Official Gazette* December 5.

Requests for the amendment of the agreements for the men's and boys' clothing industry in the province and hospitals and charitable institutions at St. Hyacinthe were published November 21; a request for the amendment of the agreement for the men's and boys' hat and cap industry was gazetted December 5.

Orders in Council were also published approving the levy of assessment on the parties to certain agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the Labour Gazette, January 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the Labour Gazette monthly since June 1934.

Mining

Building Materials Industry, Province of Quebec.

See below under "Manufacturing".

Manufacturing

Building Materials Industry, Province of Quebec.

An Order in Council dated November 11 and gazetted November 21 amends the previous Orders in Council for this industry (L.G., 1950, p. 872, p. 1185, Dec., p. 2067; 1951, p. 1539; Feb. 1953, p. 283, April, p. 582, May, p. 728, June, p. 886).

Part III—Marble Industry

Overtime: time and one-half until 10 p.m. and on Saturday till noon; double time between 10 p.m. and 7 a.m. and from noon on Saturday. (Weekly hours are unchanged at 40 per week for marble cutters and apprentices, 45 per week for other tradesmen in Zone I, 44 and 55 per week in Zone II.)

Minimum hourly wage rates of Zone I are 10 cents per hour higher and the new rates for certain classifications are now as follows: hand cutter $1.78 per hour; carborundum machine operator, terrazzo caster $1.72; machine cutter, hand and machine polisher, compressorman, saw setter, bed rubber face, bed rubber end, craneman $1.56; helper and labourer $1.10; minimum rates of Zone II are from 7 to 10 cents per hour higher and are now as follows: hand cutter $1.46; carborundum machine operator $1.16; hand and machine polisher $1.10; compressorman $1.15; saw setter $1.04; helper and labourer 90 cents; bed rubber face, bed rubber end, craneman $1.08; quarryman—drill runner, channel runner 95 cents; labourer (crusher plant) 90 cents.

In addition to two *paid holidays* it is now provided that days proclaimed by the federal or provincial governments as a statutory holiday will be observed.

This amendment also provides, subject to certain conditions, that workmen reporting for work, who have not been notified in advance that their services would not be required, are entitled to at least 3 hours' pay per day.

Construction

Building Trades, Montreal.

An Order in Council dated November 11 and gazetted November 21 amends the previous Order in Council for this industry (L.G., Nov. 1953, p. 1636).

Elevator Construction

Minimum hourly wage rates for mechanics and helpers are from 8 to 12 cents per hour higher than those previously in effect and the new minimum rates are now as follows: Montreal region—mechanic $2.20 per hour, helper $1.54; Hull region—mechanic $1.92, helper $1.34; Quebec region—mechanic $1.80, helper $1.26.

Building Trades, St. Hyacinthe.

An Order in Council dated November 11 and gazetted November 21 amends the previous Orders in Council for this industry (L.G., 1951, p. 54 and p. 546; May 1953, p. 728, Nov., p. 1636, and previous issues).

Minimum hourly wage rates for marble layer and terrazzo layer are increased from $1.35 and $1.40 per hour, respectively, to $1.55 in Zone I; in Zone II from $1.20 and $1.25, respectively, to $1.35.

Transportation and Public Utilities

Truck Drivers, Montreal.

An Order in Council dated November 26 and gazetted December 5, amends the previous Orders in Council for this industry (L.G., Sept. 1948, p. 995; Aug. 1949, p. 989; April 1951, p. 547; Feb. 1952, p. 179; Jan. 1953, p. 98).

Minimum hourly wage rates: junior helper starting at 45 cents per hour is paid 50 cents per hour after 6 months; dockmen, warehousemen, checker from 92 cents to $1.02 after 6 months; chauffeur from 93 cents to $1.08 and chauffeur (semi-trailer) from 98 cents to $1.13 after 6 months; general helper from 78 to 88 cents. (The above rates represent an increase of 5 cents per hour with the exception of junior helper whose rate is unchanged.) (Overtime at rate of time and one-half for work in excess of 10 hours per day, Monday through Friday and after 5 hours on Saturday, or 50 hours per week, as previosuly.)

Provisions governing employees carrying firearms are amended as follows:—

Hours and overtime: time and one-half for work in excess of 44 hours per week, or for work on any of 6 *paid holidays,* as previously. Employees required to work on Sunday will be guaranteed a minimum of 4 hours of work or equivalent pay at the rate of time and one-half. (The last provision is added.)

Minimum hourly wage rates are 30 cents per hour higher as follows: assistant cashier $1.60 per hour; messenger $1.50; chauffeur and teller $1.40; guard $1.30. Employees called to work are guaranteed a minimum of 4 hours of work or equivalent thereof in pay.

Vacation with pay: regular employees are entitled to one week with pay after one year's service; two weeks with pay to employees who have worked two full calendar years. Part-time employees who have completed two years of continuous employment on March 31, of any year, and who have averaged 42 hours' work per week for a period of one year ending March 31, will be entitled to two weeks' vacation with pay equal to 4 per cent of their wages providing such vacation pay does not exceed an amount equal to the remuneration for 88 hours of work at straight time rates. Provision is also made for employees with less than one year of continuous service.

Trade

Retail Stores, Quebec.

An Order in Council dated November 11 and gazetted November 21 amends the previous Orders in Council for this industry (L.G., 1951, p. 64; 1952, p. 454, July, p. 931, and previous issues). Other minor amendments were published in the *Quebec Official Gazette* issues of October 11 and December 20, 1952.

Hours: 48 per week instead of 50 (maximum), as formerly, for department head, floor walker, chief displayer, accountant, outside collector, delivery man and helper, clerks attending to delivery and reception of merchandise, tradesmen, warehousemen and general workers; 72 per week instead of 84 for watchmen. (Regular weekly hours of 45 for other employees remain unchanged.)

Minimum wage rates for male employees paid on a weekly basis are from $1 to $4 per week higher than those formerly in effect with the exception of outside collector whose rate is $6 per week higher; minimum rates for male clerks, supernumerary and extra, are 10 cents per hour higher. Minimum rates for female employees on a weekly basis are from $1 to $2 per week higher, and supernumerary female employees on an hourly basis now receive 10 cents per hour more than previously; hourly rates for female extra employees and charwomen are unchanged.

"The Canadian principle of collective bargaining in relations between employer and employee is the front line in the fight between democracy and communism or fascism," said Dean F. C. Cronkite of the University of Saskatchewan Law School in a recent address to the Regina Rotary Club.

"The sure way to get rid of trade unions would be for the Canadian people to go fascist or communist," he added.

Dean Cronkite said he hoped labour and management will make an honest effort to make sure that collective bargaining will work. "If this is done, labour and management will reap mutual benefit," he declared.

Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Acts, etc.* include five new schedules and the amendment of three others. In addition to those summarized below, they include: the amendment of the schedules for barbers in the Ottawa zone and in the Fort William-Port Arthur zone published in *The Ontario Gazette* October 3 and December 5, respectively.

Construction

Electrical Workers, Moncton

An Order in Council dated October 8 and gazetted October 21 makes binding the terms of a new schedule for electrical workers in the Moncton zone, comprising the area within a radius of 10 miles from the Moncton City Hall, to be in effect from November 1, 1953, to April 1, 1954.

The terms of this schedule are similar to those previously in effect (L.G., 1952, p. 1601) with the exception of the following:—

Minimum hourly wage rate for work during a regular working period is $1.55; for work during a special working period $1.65. These are wage increases of 10 cents per hour. (Weekly hours remain at 40.)

Carpenters, Saint John

An Order in Council dated August 27 and gazetted October 21 makes binding the terms of a new schedule for carpenters in the Saint John-Lancaster zone, comprising the area within a radius of 15 miles from the County Court House in Saint John, to be in effect from September 1, 1953, until May 1, 1954.

The terms of this schedule are similar to those previously in effect (L.G., March 1953, p. 434) with the exception of the following:—

Minimum hourly wage rate for work done during a regular working period or during special working periods is increased by 10 cents to $1.50 per hour.

Electrical Workers, Saint John

An Order in Council dated August 12 and gazetted November 18 makes binding the terms of a new schedule for electrical workers in the zone comprising the Saint John-Lancaster area within a radius of 20 miles from the County Court House in Saint John. Schedule to be in effect from August 15, 1953, until May 1, 1954.

Hours: 8 per day, Monday through Friday, 40 per week. (Previously 44 per week including 4 hours till noon on Saturday.)

Overtime: $2.35 per hour during the first 4 hours; double time thereafter, and for work on Sunday or any of 7 (previously 8) specified holidays.

Minimum hourly wage rate is increased by 22 cents (L.G., Nov. 1951), to $1.57 per hour for work during a regular working period and by 23 cents to $1.67 during special working periods.

Painters and Decorators, Sault Ste. Marie

An Order in Council dated July 15 and gazetted August 29 amends the previous Order in Council for this industry (L.G., Aug. 1953, p. 1169). Amendment to be effective September 8, 1953.

Hours: 8 per day Monday through Friday, 40 per week (previously 44 per week including 4 hours on Saturday, till noon).

Carpenters, Sudbury

An Order in Council dated September 10 and gazetted September 26 makes binding the terms of a new schedule for carpenters at Sudbury, to be in effect from October 5, 1953, during pleasure.

The terms of this schedule are similar to those previously in effect (L.G., 1952, p. 1223), with the exception of the following:—

Minimum hourly wage rate is increased by 10 cents to $1.80 during regular working periods and $1.85 per hour for night work and for work done on night shift.

Plasterers, Windsor

An Order in Council approved October 15 and gazetted October 31 makes binding the terms of a new schedule for the plastering industry at Windsor, to be in effect from November 10, 1953, during pleasure.

Hours: 8 per day Monday through Friday, 40 per week. Work which cannot be done during regular hours may be done during any other hours if an employee works not more than 8 hours, and this work will be known as night work. Provision is made for shift work.

Overtime: double time for all overtime including work on Saturday, Sundays, or any of 7 specified holidays. No overtime work without a permit from the advisory committee. Permits for overtime work on a holiday will be issued in cases of extreme necessity, only.

(Continued on page 289)

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, 1951, p. 1110.

Legal Decisions Affecting Labour

New determination of damages in railway accident case ordered by Saskatchewan Appeal Court. British Columbia court holds Labour Relations Board not suable. Ontario High Court refuses to renew 4-day *ex-parte* injunction against picketing. United States Supreme Court deals with an employer's right to discharge for cause during a labour dispute

In reviewing the action brought by a railway employee to recover damages from the CNR for the loss of his eye in a work accident, the Saskatchewan Court of Appeal upheld the finding of a jury that the company had been negligent in failing to enforce safety rules. It found, however, that the jury had not been given proper direction concerning the assessment and apportionment of damages and ordered a new trial for that purpose.

In British Columbia the Supreme Court stayed a union's action against the Labour Relations Board, holding that the Board was not a body corporate able to be sued.

The Ontario High Court held that an application to continue an injunction against picketing could not be granted after the injunction had expired and that since *ex parte* injunctions are limited by the Judicature Act to four days, a new injunction could not be granted on the same material.

The United States Supreme Court held that the action of nine radio technicians during a labour dispute in distributing handbills that made a disparging attack on the quality of their employer's television programs without reference to the dispute was a proper cause for discharge.

Saskatchewan Court of Appeal...

...orders new trial to assess damages to railway section foreman for loss of eye in work accident

The Saskatchewan Court of Appeal on November 2 dismissed an appeal brought by the Canadian National Railways from a judgment on the verdict of a jury finding the company negligent in connection with an accident that caused a section foreman to lose one eye. The appeal of the injured employee against a finding of contributory negligence was also dismissed. A new trial was ordered for the assessment and apportionment of general damages.

The workman in this case was not subject to the collective liability workmen's compensation statute in Saskatchewan, but to the individual liability statute which does not take away an injured employee's right to sue his employer for negligence.

Chief Justice Martin gave the judgment of the Court. The plaintiff, Hucul, at the time of the accident was the section foreman in the CNR yards at Kindersley. On July 19, 1951, he discovered that two rails had become defective and had to be removed. The end of one of the rails was insulated and was part of a lighting system for the coal dock. The rules required that where a bonded rail was to be replaced the section foreman must notify the signal foreman or maintainer, whose duty it was to arrange for and direct the bonding of the replaced rail. Hucul, therefore, reported to his superior who notified the signal maintainer. This man was in Dodsland but set out at once for Kindersley, sending word that he would arrive shortly and that meanwhile Hucul should proceed to change the rails.

When Hucul and his crew had removed the old rails and put down the new ones, he decided to put back the old insulation, although he considered that it was damaged, to make the track passable for an expected freight train. It was partly in place when the signal maintainer arrived. He had no new insulation with him and directed that the work continue, as he was of the opinion that the old insulation was sound. Since the men had difficulty in tightening the four bolts, Hucul decided to tap them with a hammer while one of the sectionmen

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

tightened them with a long-handled wrench. During this operation a piece of metal from the bolt or from the hammer struck him in the eye, causing the loss of the eye.

The plaintiff claimed that his injury was caused by the company's negligence in failing to provide him with new insulation so that no hammering would be necessary, in failing to provide safe and proper equipment, in failing to require that goggles be worn for hammering, and in failing to warn him of the danger of hammering the angle iron without using goggles. He claimed alternatively that if there was a rule requiring him to wear goggles for such hammering the rule was never enforced or made known to him.

The company in its defence claimed that it had supplied the plaintiff with two pairs of goggles and that it was his duty to wear them and to insist that any member of his crew wear them while performing such an operation. It claimed that his injury was caused by his own negligence, as he was an experienced section foreman and should have known that it was necessary to wear goggles as a safety measure during such an operation.

The jury found that the injury was caused by the company's negligence consisting of insufficient enforcement of safety rules, which was evidenced by the lack of signatures to show receipt of safety rules and bulletins and by the witnesses' admission that the rule of wearing goggles was rarely enforced before the plaintiff's accident. It also found the plaintiff guilty of contributory negligence on the grounds that he may not have paid sufficient attention to rules and regulations before the time of the accident and that, when performing an operation that was new to him, he did not take the necessary human precautions to prevent the accident.

The Chief Justice examined the evidence concerning safety rules. In the Maintenance of Way Rules, commonly referred to as the "Blue Book", it is stated: "Do not take a chance on losing your eyesight. Goggles are provided by the railway, use them when doing the following work..." The list of operations when goggles are required does not contain tapping or hammering but the following general provision is included: "other work considered by the officer in charge to be hazardous to the eyes of employees performing the task."

On August 1, 1940, a set of regulations specially related to the prevention of eye injuries was issued. They stated that in recognition of the prime importance of eye protection the management provided free the most modern types of goggles, shields, helmets and other protective devices. The Chief Justice quoted these statements: "It is the responsibility of the foreman to see that these devices are available for workmen as required," and "It is the responsibility of the workmen to comply with the instructions herein provided for their protection. Failure to comply will render the offenders liable to discipline." It was provided that goggles must be worn in any operation hazardous to the eyes but especially in the operations listed, which included "flattening or hammering operations of any description".

The railway superintendent testified that the plaintiff was required by these regulations to wear goggles while engaged in the work he was performing when he was injured. He stated that to his knowledge since August 1, 1940, no spikes had been driven without the workmen wearing goggles and that had any such cases been brought to his attention he would have disciplined the offender. Evidence was given by several witnesses to the effect that it was not customary to wear goggles in the hammering or tapping operations in which the section foreman was engaged. He himself stated that he had never seen workmen wear goggles for tapping or hammering and would not have used them if they had been available. When asked if he had thought there was any danger in the work, he replied that he had considered it possible that chips would fly from the angle bar or hammer and hit him on the leg.

Chief Justice Martin held that the weight of evidence was clearly to the effect that the rule requiring the wearing of goggles when hammering, contained in the rules issued on August 1, 1940, was not enforced. The answers given by the jury showed that they were impressed by this evidence; their finding should not be disturbed.

Similarly, there was evidence to support the jury's finding of contributory negligence on the part of the plaintiff in that he did not take reasonable precautions to prevent the accident. The plaintiff knew that chips were likely to come off and did not take precautions to prevent injury to his eyes.

The Chief Justice then considered the jury's verdict as to damages. He stated that such a verdict could be set aside by an appeal court if it considered that the amount awarded was quite unreasonable or if the jury had taken into account

matters which should not have been considered or disregarded matters which should have been considered.

The plaintiff was 57 years of age when he was injured and was earning $250 a month. He lost only two weeks' work as a result of the injury. After two weeks he returned to the same job and continued at the same rate of pay. The doctor who attended him could see no reason why his injury should prevent him from holding his job until he reached retirement age. He would retire at the age of 65 on a pension which is not affected by his injury.

General damages had been assessed at $18,575, with the fault apportioned 35 per cent to the injured workman and 65 per cent to the company. The Chief Justice stated that while under the circumstances the damages awarded seemed large he would not decide whether or not they were so excessive as to be unreasonable, because he considered that the trial judge had misdirected the jury and that for this reason there should be a reassessment of damages by a jury. He was of the opinion that the judge had made statements which would induce the jury to think that they need not take into consideration the fact that the plaintiff in a very short time returned to his former position at the same rate of wages and seemed likely to remain there until retirement age. The Chief Justice stated that there was a great difference between this case and the case of a person who is so injured that he cannot return to his former occupation and must seek other work.

He also found unsatisfactory the trial judge's charge to the jury as to the apportionment of damages. He had not explained to the jury the provision in the Contributory Negligence Act that if it is not possible to establish different degrees of fault the liability must be apportioned equally between the parties. Further, it was apparent that the jury did not understand the relationship between the degree of liability and the damages payable. His Lordship held, therefore, that the findings of the jury as to the negligence of the company and as to the contributory negligence of the plaintiff ought not to be disturbed but that there should be a new trial limited to the assessment and apportionment of damages.

Mr. Justice McNiven gave a dissenting judgment. He emphasized that for the plaintiff's case to succeed he must prove that the company had been negligent in failing to enforce safety rules, which was the first finding of the jury. He reviewed the evidence which showed that the plaintiff himself had failed to observe the rules. The plaintiff denied having seen the placard containing the rules for eye protection issued in 1940 which was nailed to the wall of the tool house near his office. His Lordship noted that a bulletin dated June 18, 1951, which was found in the plaintiff's desk shortly after the accident, called attention to the increasing frequency of accidents and stressed the observance of safety rules. The plaintiff denied any knowledge of this bulletin.

Mr. Justice McNiven also mentioned a safety film shown on June 17, 1951, which depicted a man tapping bolt heads and angle bars the right way, wearing goggles, and another man doing the same work the wrong way, without goggles, whose eye was pierced by a steel splinter, and who was shown later in the film with a glass eye. The plaintiff had not seen this film.

His Lordship emphasized that under the rules the section foreman and each section man was personally responsible for compliance with the rules pertaining to his work and it was the duty of the section foreman to report any breach of the rules to the roadmaster for discipline. The evidence amounted to an admission by each witness that he personally violated a company rule and that such violation was more or less continuous. The superintendent, however, stated that he had not witnessed any violation of the rule for wearing goggles while hammering and that he would discipline anyone who did violate the rule. His Lordship stated that if a workman in Hucul's crew had done the work in the same way and had been injured, the company would certainly have been liable for his negligence as section foreman in allowing the work to be done in violation of the rules.

He concluded that while the evidence was clear that the plaintiff had failed to comply with and enforce the rules, it did not show that any official had knowledge of the violation of the rule. The inference that superiors of the plaintiff knew or should have known of such violations was not warranted, His Lordship considered. In his opinion, it was significant that not one of the witnesses was asked as to the presence of the roadmaster or any superior official when hammering, spiking or tapping was being done by anyone not wearing goggles. Other such methods of proof suggested themselves, he stated, and emphasized that the onus of proof was upon the plaintiff.

He felt that the same comment applied to the second finding of the jury, that the rule requiring goggles to be worn had

rarely been enforced. One of the witnesses who had seen the safety film showing the consequences of failure to wear goggles testified that he did not bother to put on goggles when hammering. In the light of such evidence, enforcement lost its meaning, His Lordship stated.

He held that the answers of the jury did not show negligence on the part of the defendant and that in any event the plaintiff was the author of his own misfortune. He would have allowed the appeal and dismissed the action except for the plaintiff's rights under the Workmen's Compensation Act (the individual liability statute now applicable only to certain railway employees in Saskatchewan).

Mr. Justice Procter and Mr. Justice Culliton concurred with the Chief Justice. Mr. Justice Gordon would have directed a whole new trial.

The Court upheld the jury's findings as to the defendant's negligence and the contributory negligence of the plaintiff but directed a new trial limited to the assessment and apportionment of damages. *Hucul* v. *CNR* [1953] 10 WWR (NS) 193.

British Columbia Supreme Court...

...finds Labour Relations Board not able to sue or be sued, not being a body corporate under Act

The British Columbia Supreme Court on October 30, 1953, stayed an action brought by a union against the provincial Labour Relations Board, holding that the Board was not a body corporate able to sue and be sued. The Court followed the precedent of *Hollinger Bus Lines Ltd.* v. *Ontario Labour Relations Board* (L.G., 1952, p. 1230) in which the Ontario Court of Appeal made a similar finding.

The plaintiff in the case was a local of the Retail, Wholesale and Department Store Union, the bargaining agent for a unit of employees of Slade and Stewart Ltd. Certain employees of this company went on strike after the announcement of the result of a supervised strike vote. During the strike the company made an offer of settlement and the Board directed that this offer be submitted to a vote of the employees affected in accordance with Section 35 of the Industrial Conciliation and Arbitration Act, which reads:—

> Where employees are on strike or locked out, if an offer of settlement is made by or on behalf of the employer or employees, the Board may direct that the offer be submitted to a vote of the employers or employees affected and may make such arrangements as it thinks proper for the conduct of the vote...

The union brought an action against the Board, its individual members, one of its employees and the Attorney-General of the Province for a declaration that the Board's decision and all proceedings related to the holding of a vote were null and void and for an injunction restraining the Board from taking the vote. The Court issued an order staying the action against the Board. *Retail, Wholesale and Department Store Union, Local 580,* v. *Baldwin et al* [1953] 4 DLR 735.

Ontario High Court of Justice...

...considers 4-day limitation in *ex parte* injunctions, rejects application to restrain picketing

The Ontario High Court of Justice on October 26, 1953, dismissed an employer's application to continue in effect an injunction against picketing, on the ground that the injunction had expired. The Court further held that a new injunction could not properly be granted on the same material.

On October 16 counsel for the Wallace Barnes Co. Ltd. appeared before the Chief Justice of the Ontario High Court of Justice and obtained an injunction against Leo LeBlanc restraining him from picketing or "from being in the vicinity of or adjacent to the business premises of the plaintiff" until October 20. It was an *ex parte* injunction, that is, one issued on the basis of one party's application, as LeBlanc had not been served. The order provided that a motion could be made on October 20 to continue the injunction.

The motion was made and notice was served on LeBlanc but not until October 21. Mr. Justice Gale held that as the interim injunction expired at 11 o'clock in the forenoon on October 20, on October 21 there was nothing which he could continue in the way of an injunction.

Counsel for the company then asked him to grant a new *ex parte* interim injunction on the same material that was before the Chief Justice.

Mr. Justice Gale quoted Section 17(2) of the Ontario Judicature Act, which provides: "An *ex parte* interim injunction to restrain any person from doing any act in connection with any labour dispute shall not be for a longer period than four days." He held that to grant a new injunction would offend at least the spirit of that enactment and no injunction was issued. *Wallace, Barnes Co. Ltd.* v. *Unsworth et al* [1953] 4 DLR 728.

Supreme Court of the United States...

...upholds NLRB refusal to reinstate television technicians discharged for disloyalty to employer

The Supreme Court of the United States on December 7 set aside an order of the Court of Appeals for the District of Columbia Circuit remanding to the National Labour Relations Board for further consideration the case of nine technicians discharged by a broadcasting company for disloyalty to their employer during a labour dispute. The Board had refused to order their reinstatement. The Supreme Court supported the Board, holding that the action of the technicians in distributing handbills which made a disparaging attack on the quality of their employer's television broadcasts and had no reference to the dispute was disloyal conduct which constituted a proper cause for discharge.

Mr. Justice Burton delivered the Court's reasons for decision and Mr. Justice Frankfurter the opinion of the three dissenting judges.

Mr. Justice Burton gave the facts of the case. The Jefferson Standard Broadcasting Company was a North Carolina corporation engaged in interstate commerce. Under a licence from the Federal Communications Commission, it operated a radio station, WBT, at Charlotte, North Carolina, and started a television service on July 14, 1949.

The company employed 22 technicians. In December 1948, negotiations for a new collective agreement were begun between representatives of the company and Local Union No. 1229, International Brotherhood of Electrical Workers. Negotiations reached an impasse in January 1949 and the existing agreement expired January 31. On May 9 the union was certified as the technicians' bargaining agent by the National Labour Relations Board. Collective bargaining was resumed in July but broke down again on July 8. The main point of disagreement arose from the union's demand for the renewal of a provision that all discharges from employment be subject to arbitration and the company's counter-proposal that such arbitration be limited to the facts relating to each discharge, leaving it to the company to determine whether the facts gave adequate cause for discharge.

On July 9 the union began daily peaceful picketing of the broadcasting station. The placards and handbills used on the picket line named the union as the bargaining agent of the technicians and charged the company with unfairness to them, emphasizing the company's refusal to renew the provision for arbitration of discharges. The employees did not strike but confined their tours of picketing to their off-duty hours and continued to draw full pay. There was no violence or threat of violence and the company made no objection to this conduct.

On August 24 new tactics were adopted. Five thousand handbills containing an attack on the quality of the company's television broadcasts were distributed by the technicians, on the picket line, in the public square two or three blocks from the radio station and in barber shops, restaurants and buses. Some were mailed to local businessmen. The handbills disparaged the company's television broadcasts because they were on film and no local programs were presented, and suggested that it was because the company considered Charlotte a "second-class community."

This attack continued until September 3, 1949, when the company discharged 10 of its technicians on the ground that they had sponsored or distributed these handbills. On September 4 the union's picketing resumed its original character. On September 13 the union filed with the National Labour Relations Board a charge that the company had engaged in an unfair labour practice by discharging the 10 technicians. The General Counsel for the Board filed a complaint based on those charges and, after a hearing, a trial examiner recommended that all of the men discharged be reinstated with back pay. The Board, however, with one member dissenting, held that the company had not engaged in an unfair labour practice in dismissing nine of the technicians. In the case of the tenth man, the Board found that he had not sponsored or distributed the handbills and so ordered his reinstatement.

The union then petitioned the Court of Appeals for the District of Columbia Circuit for a review of the Board's order and for the reinstatement of all 10 of the technicians with back pay. That Court sent the case back to the Board for further consideration and for a finding as to the unlawfulness of the conduct of the employees which had led to their dismissal. The Supreme Court granted *certiorari* because of the importance of the case in the administration of the Taft-Hartley Act.

The issue before the Court was whether the technicians were discharged "for cause" within the meaning of Section 10(c) of the Taft-Hartley Act, which states: "No order

of the Board shall require the reinstatement of any individual as an employee who has been suspended or discharged, or the payment to him of any back pay, if such individual was suspended or discharged for cause."

Mr. Justice Burton stated that the technicians were discharged because, at a critical time in the initiation of the company's television service, they distributed handbills making a sharp attack on the quality of the company's broadcasts and its business policies, in a manner calculated to harm the company's reputation and to reduce its income. The Board found that their handbills had occasioned widespread comment and caused the company to apprehend a loss of advertising revenue. The Board had also noted that the technicians did not disclose that their purpose was to extract concessions from their employer but purported to speak as experts in the interests of the public at large.

Mr. Justice Burton agreed with the company's view that the technicians' action was a demonstration of such detrimental disloyalty as to provide "cause" for its refusal to retain them in its employ. He considered that there was no more fundamental cause for discharge than disloyalty to the employer and emphasized that the Taft-Hartley Act sought not to weaken but to strengthen "that co-operation, continuity of service and cordial contractual relation between employer and employee that is born of loyalty to their common enterprise". Section 7 of the Act protects the right of employees to engage in "concerted activities for the purpose of collective bargaining or other mutual aid or protection" but does not weaken the underlying contractual bonds and loyalties of employer and employee or give employees the right to engage in unlawful or other improper conduct even in connection with a concerned activity. This had been clear since the early days of the Wagner Act, the judge stated. In a 1937 judgment Mr. Justice Hughes had stated:—

> The Act does not interfere with the normal exercise of the right of the employer to select its employees or to discharge them. The employer may not, under cover of that right, intimidate or coerce its employees with respect to their self-organization and representation, and, on the other hand, the Board is not entitled to make its authority a pretext for interference with the right of discharge when that right is exercised for other reasons than such intimidation and coercion.

Mr. Justice Burton stated that in many cases courts had refused to reinstate employees discharged for insubordination, disobedience or disloyalty. In such cases the difficulty lay in determining whether the discharges were made because of an insubordinate or disloyal action separable from concerted activities engaged in for the purpose of collective bargaining or other mutual aid which might be protected by the Act. It was sometimes necessary to identify individual employees, such as the nine technicians in this case, whose dismissal was for separable causes from other employees such as the tenth man in this case, who participated in simultaneous concerted activities for the purpose of collective bargaining or other mutual aid but who refrained from joining the others in separable acts of insubordination, disobedience or disloyalty.

In the case before the Court if there had been no labour dispute, the conduct of the technicians unquestionably would have been adequate cause for dismissal, Mr. Justice Burton maintained. In his opinion the fortuity of the coexistence of a labour dispute provided no defence. Their handbill of August 24 did not relate itself to any labour practice of the company and made no reference to wages, hours or working conditions. The only connection between the handbill and the dispute was the undisclosed purpose on the part of some of the technicians of extracting some concession from the company by expected financial pressure. The attack was not part of an appeal to the public for support but a separate attack purporting to be made in the interest of the public. For this reason it was not protected by the Act. Mr. Justice Burton considered that, even if the attack were to be treated as a concerted activity wholly or partly within the scope of Section 7, the means used would have deprived the technicians of the protection of that section, when read in the context of the purpose of the Act.

Mr. Justice Frankfurter, giving the opinion of the three dissenting judges, emphasized that the Court of Appeals had found that the Board used an improper standard as the basis for its decision in that it termed the technicians' conduct "undefensible" not "unlawful". The Court of Appeals, which was charged with the primary responsibility for granting or denying enforcement of Board orders, had assumed that conduct could be "undefensible" in the colloquial meaning of that adjective and yet be protected by Section 7 of the Act.

In the view of the dissenting judges, to suggest that all actions which might be "cause" for dismissal in the absence of a labour dispute should be unprotected even

when they were undertaken as "concerted activities for the purpose of collective bargaining" was to misconstrue the legislation. Of course employees could be guilty of conduct "in connection with a concerted activity" which properly constituted "cause" for dismissal and barred reinstatement but it was for the Board to make these evaluations. To accept such imprecise notions as "discipline" and "loyalty" in the context of labour controversies, as the basis of the right to discharge, was to open the door wide to individual judgments and future litigation. They considered that the Court of Appeals had acted properly in asking the Board for greater explicitness.

With three judges dissenting, the Supreme Court set aside the order remanding the cause to the Board and directed the Court of Appeals to dismiss the union's petition to modify the Board's order. *National Labour Relations Board* v. *Local Union No. 1229, International Brotherhood of Electrical Workers* [1953] 33 LRRM 2183.

Recent Regulations under Provincial Legislation

Manitoba increases apprentices' wages in three trades, Alberta makes provision for proficiency certificates for rural wiremen, Saskatchewan revises schedule of industries under Workmen's Compensation Act

Under the Manitoba Apprenticeship Act the wage rates of apprentices engaged in the electrical, plumbing and steamfitting and automobile repair trades have been increased.

In Alberta, provision has been made under the Electrical Protection Act for granting certificates of proficiency to rural wiremen.

In Ontario, persons engaged in the cultivation of flowers, fruits and vegetables have been exempted from vacations with pay legislation.

Several new classes of workmen have been brought under the Saskatchewan Workmen's Compensation (Accident Fund) Act, including persons engaged in various branches of the oil and gas industry.

Alberta Apprenticeship Act

The changes in the wage scale for apprentices in the sheet metal trade, established by O.C. 1473-53 (L.G., Jan., p. 120), have been declared not to affect any contract of apprenticeship entered into before the new wage scale became effective on November 14, 1953, unless the Apprenticeship Board, on the recommendation of a local advisory committee for the trade in any area, orders their application to a contract.

The new provision, approved by O.C. 1698-53 on December 7, gazetted December 15, replaces an earlier provision which declared that contracts of apprenticeship which had been entered into before the effective date of the sheet metal trade regulations should be deemed to contain the provisions of the regulations.

Alberta Electrical Protection Act

New regulations under the Electrical Protection Act for the examination of and the issue of certificates of proficiency to rural wiremen in Alberta were approved by O.C. 1587-53 on November 23 and gazetted December 15.

A rural wireman is defined as "a person who is engaged in the installation, alteration or repair of electrical materials, conductors, fittings, fixtures, appliances and apparatus used to provide electric light and power in farm buildings and similar structures in rural areas".

Applications for certificates of proficiency, which are issued by the Department of Industries and Labour, must be made at least 15 days before the date of examination. The examination fee of $5, which also covers the certificate, must accompany the application. This fee will be returned if the application is disallowed and will be forfeited if the applicant does not pass the examination or fails, without good cause, to appear for the examination. After failure to pass an examination or to make experimental installations in accordance with the minimum requirements, an applicant may not make another application until a year has elapsed.

The Department will determine the eligibility of an applicant to write an

examination and may grant permits for rural wiring pending examination and the granting of a certificate.

To obtain a certificate, an applicant must make the required pass mark set by the Department and submit evidence to satisfy the Department that he has sufficient practical knowledge to ensure that the mechanical execution of the work will be acceptable.

The conditions and limitations under which a certificate of proficiency is granted will be shown upon it. Unless it was granted for a limited period or a specific date, the certificate will remain in effect until cancelled, revoked or suspended by the Department. The loaning or altering of a certificate to evade or circumvent any provision of the Act or regulations will be considered sufficient cause for suspending or cancelling the certificate.

A card of identification will accompany every certificate issued, clearly indicating the status of the certificate. The holder must produce the certificate or card when requested to do so by an authorized official.

Alberta Tradesmen's Qualification Act

Rural wiremen in Alberta have been declared not to be electricians to whom the Tradesmen's Qualification Act applies. An electrician under the Tradesmen's Qualification Act is required to hold a certificate in order to carry on his trade. Provision is now made for rural wiremen to obtain certificates of proficiency under the Electrical Protection Act (*see* above). The order was approved by O.C. 1697-53 on December 7 and gazetted December 15.

Manitoba Apprenticeship Act

Changes have been made in the scale of wages for apprentices in three trades under the Manitoba Apprenticeship Act. The trades are those of electricians, plumber and steamfitter and automobile repair mechanic. Wage rates were increased for electricians in their first two years of apprenticeship, for plumbers and steamfitters in all but the last six months of their five-year apprenticeship period, and for automobile repair mechanics at all stages of apprenticeship.

In the electricians' and electric motor winders' and repairmen's trades, in which the term of apprenticeship is four years, an increase of 5 per cent of the prevailing journeyman's wage raised wage rates in the first four six-month periods of apprenticeship from 25, 30, 35 and 40 per cent of the journeyman's wage to 30, 35, 40 and 45 per cent, respectively. The rates for the last four six-month periods remain 50, 60, 70 and 85 per cent of the prevailing journeyman's wage.

In the automobile repair and internal combustion engine mechanics' trades, the rates for each of the five years of apprenticeship were increased by 10 per cent to 40, 50, 60, 70 and 80 per cent, respectively, of the mechanic's wage, now stipulated to be the average wage of auto repair mechanics as shown by the latest completed wage survey of the Manitoba Department of Labour.

Wages for apprentices in the plumbers' and steamfitters' trades were increased in the first two six-month periods from 25 and 30 per cent to 40 and 50 per cent of the prevailing journeyman's wage rate. Rates of 55, 60, 70 and 80 per cent were established for the following four years of apprenticeship. Previously, wages in these four years were increased at six-month intervals (as in the first year) and were set at 35, 40, 45, 50, 57½, 65, 72½ and 80 per cent of the journeyman's rate

The amendments were made by Manitoba Regulations 54/53, 55/53 and 56/53, all filed December 16 and gazetted December 19.

Ontario Hours of Work and Vacations with Pay Act

Persons employed in the cultivation of flowers, fruits and vegetables were declared exempt from the requirements of the Act relating to vacations with pay, by an amendment to the regulations made by O.Reg. 211/53 on November 9 and gazetted December 5. These workers were excluded from the hours of work provisions of the Act in 1947.

Quebec Industrial and Commercial Establishments Act and Public Building Safety Act

In view of the adoption in Quebec in April 1953, of the greater part of the Canadian Standards Association Safety Code for Passenger and Freight Elevators as regulations under the Industrial and Commercial Establishments Act and the Public Building Safety Act (L.G., Sept. 1953, p. 1347), those sections of the general regulations under the two Acts which deal with safe operation of elevators and hoists are now repealed. It was found that these provisions, which were all made a number of years ago, conflicted with the requirements of the new and comprehensive Code. The only one of the earlier provisions dealing with elevators and hoists which still remains in the general regulations under both Acts is one authorizing a

building or factory inspector to stop the operation of an elevator or hoist found to be in an unsafe condition.

These changes were made under O.C. 1295 on November 26, gazetted December 5.

Saskatchewan Workmen's Compensation (Accident Fund) Act

New classes of workers were brought under the Saskatchewan Workmen's Compensation (Accident Fund) Act as a result of a revision of Schedule 1 made by Regulation 49 (O.C. 2407/53) on November 13 and gazetted November 21. Schedule 1 sets out all the industries covered by the Act and classifies them for assessment purposes according to accident hazard. It is divided into 21 main classes each composed of a number of groups of industries or occupations.

Brought under the Act are: persons engaged in the maintenance and operation of oil pipe lines, in the installation of oil derricks, refinery equipment and other like structures, and in natural and artificial gas and oil pipe line construction; persons engaged in cinder removal and in destruction of weeds by chemical process on railway right of way; and, on application of the employer, persons working in business offices not specified elsewhere in the schedule.

In addition to bringing new industries under the Act, the Board made changes with respect to the classification of certain industries already under the Act in order to group together industries which are considered to involve a similar hazard. In Class 9, the sub-class consisting of "reduction of ore, smelting, preparation of metals or minerals" has been combined with "mining (other than coal)" and will therefore be subject to a higher assessment rate.

Similarly, Group 2 of Class 11 comprising the manufacture and assembly of automobiles and aeroplanes has been combined with Group 3, which includes garages and similar workplaces.

"Furriers, milliners, making up or repairing fabrics in any form of clothing, shoe and harness repairing" has been transferred from Class 17 to Class 18.

Co-operative purchasing associations and wholesale distributors of gasoline and petroleum products and opticians and optometrists have been omitted from the schedule.

Settlement of Industrial Disputes in France

Different systems tried during past 60 years reviewed and effectiveness of each assessed in article in official government publication

The different systems for the settlement of industrial disputes that have been tried in France during the past 60 years are reviewed and the effectiveness of each system assessed in an article in the *Revue française du travail,* No. 1, 1953, published by the Department of Labour and Social Security, France.*

The law of December 27, 1892, set out a procedure of both conciliation and arbitration which the parties to a dispute might follow but which was not in any sense compulsory. The parties remained free to choose whether they would resort to conciliation or not, and if it failed to settle the dispute, whether they would refer the dispute to arbitration. Neither an agreement reached by the parties during the course of conciliation nor the decision of an arbitrator had binding effect but only the persuasive force of "moral authority".

This system was not widely applied. During the period from 1893 to 1910, only 98 arbitration settlements, only 0·7 per cent of the number of industrial disputes, were made. In the author's view, the law contained many elements of weakness: the optional character of the system, the absence of permanent administrative bodies, the insufficient authority given to the judges who were called as conciliators, and

*The terms *conciliation* and *arbitrage* in the article have been translated here as "conciliation" and "arbitration" although these words as commonly used on this continent do not have quite the same connotation as the French terms. *Conciliation* may or may not involve government intervention; it may be simply consultation by representatives of the parties seeking a settlement. The essential characteristics of *arbitrage* is the referring of a dispute to a person or persons not directly involved in the dispute, and there are usually two steps in the procedure of arbitration. Under the legislation now in force in France, an arbitration award is binding, but this is not an essential feature of the process described by the word *arbitrage.*

finally the absence of sanctions where the parties failed to comply with an agreement arrived at through conciliation or an arbitration award.

The new system begun in 1936 was distinguished from the earlier system by its obligatory character. The principle was first enunciated in the Currency Act of October 1, 1936. It provided that when there was a substantial increase in the cost of living the Government could establish compulsory procedures of conciliation and arbitration for the purpose of settling disputes arising from the increased cost of living and connected with the drawing up, revision or carrying out of wage provisions in collective agreements.

A law of December 31, 1936, declared that collective labour disputes in commerce and industry *must* be submitted to conciliation and arbitration before any strike or lockout could take place. Strikes and lockouts were thus considered supplementary to the peaceful procedures for settlement provided for by the law. In principle, conciliation and arbitration provisions were to be agreed on by the parties and to form part of collective agreements; but the law enabled the Government to establish the procedures by Order in Council in cases where there was no agreement. Procedures were established by an Order in Council of January 16, 1937, which was renewed several times.

The compulsory system of conciliation and arbitration was further developed by the law of March 4, 1938, which also applied to industrial and commercial undertakings. Under the terms of a 1936 Act dealing with collective agreements, an agreement reached by the most representative organizations of employers and workers in any industry could, by an order of the Minister of Labour, be made binding on the other employers and workers in the industry in a specified area. The 1938 Act provided that, in order to be extended, a collective agreement must contain conciliation and arbitration provisions and must stipulate the maximum time limits for each step of the procedure. The agreement must provide for the establishment of a conciliation board equally representative of both parties, the choice of an arbitrator and substitute arbitrators for each party and finally a list of umpires. The dispute could be referred to an umpire if the two arbitrators chosen by the parties did not agree. The agreement must thus provide the procedure for conciliation and for two stages of arbitration.

In practice the procedures established by Order in Council were more commonly used than the procedures established by collective agreement. Under the Order in Council conciliation could be undertaken either at the request of the parties or by the intervention of the prefect, a government officer in each *département*.* The requests were then transmitted to the local conciliation commission consisting of representatives of both parties in equal numbers, with the prefect or his representative as chairman. Certain disputes of national importance could be brought before a national conciliation commission. The procedure of conciliation might be terminated by an agreement between the parties set down in an official report, by the failure to appear of the party which had requested conciliation, or by a request of the chairman to the parties to submit the dispute to arbitration.

Under the Order in Council arbitration had two stages, first, arbitration by persons chosen by the parties and second, arbitration by an impartial umpire. When arbitrators were making a decision on the question of wages, they were required by the Act to make wages and family allowances proportionate to the changes in the cost of living unless it were proved that this adjustment was not compatible with economic conditions in the industry.

Under this system conciliation agreements and arbitration awards were binding. An award became binding as soon as it was filed with the registrar of a civil court, subject to annulment by order of the Superior Court of Arbitration for incompetence of the arbitrators, abuse of jurisdiction or violation of the law.

These legislative provisions were rounded out by the decree of November 12, 1938, which dealt with the enforcement of arbitration awards. The preamble declared that one of the most frequent causes of conflict was the refusal of one party to submit to the decision of the umpire, and concluded that the enforcement of arbitration awards was important not only to the parties but to the whole community. The decree provided that any interested person could request the arbitrator to require the offending party to pay a fine, not exceeding 1,000 francs, for each day that it failed to carry out its obligation, to be turned over to the public treasury for the benefit of welfare programs.

Failure to carry out the terms of an award also meant that an employer became ineligible during a three-year period for

*France is divided into 90 administrative districts called *départements*.

certain offices in certain business organizations or tripartite bodies, and unable to compete for public works contracts. For an employee, failure to comply with the award meant the breaking of his contract of employment and entailed loss of the right to notice of termination of employment and to paid holidays.

From January 1, 1937, to June 30, 1939, 9,810 disputes out of a total of 15,568, or 65 per cent of the disputes, came before official conciliation commissions. Settlements were achieved in 3,583 of these, or 38 per cent. During the same period approximately 3,485 arbitration awards were made. The system was suspended by the decree of September 1, 1939, in which the Government reserved the right to fix wages because of the war.

Collective bargaining and conciliation and arbitration procedures were not revived until 1950. The law of February 11, 1950, made conciliation compulsory and arbitration purely voluntary. The Government had first proposed to continue the compulsory features of the arbitration procedure in effect before the war but vehement opposition to this project was encountered in the National Assembly. Both parties to collective bargaining were also opposed to compulsory arbitration. Employers considered it as contrary to freedom of negotiation, which the law was supposed to re-establish, and employees saw in it an attack on the right to strike which had been guaranteed by the constitution of 1946.

The 1950 law, like that of 1938, provides for two systems of conciliation, procedures established by collective agreement and procedures laid down by law to be followed in other cases. Arbitration of disputes not settled by conciliation may be provided for in collective agreements. To be extended, collective agreements *must* contain conciliation procedures; they may contain arbitration procedures. If no other provision for conciliation has been made, disputes must be submitted to the national conciliation commission or to one of the local commissions which are composed of government representatives and equal numbers of employer and employee representatives. Conciliation may be undertaken at the request of either party or by the intervention of a government authority.

Where the parties voluntarily use the arbitration procedure, certain rules for arbitration are laid down in the law. The arbitrator may deal only with the subjects contained in the report of the conciliation commission or arising out of the dispute. He must determine questions of law juridically and economic questions according to equity. Reasons for his award must be given. The only appeal from an arbitration award is before the Superior Court of Arbitration on the grounds of excess of jurisdiction or violation of the law.

Under the new law, conciliation agreements and arbitration awards become binding as soon as they are filed with the *conseil de prud'hommes* (labour court) or the justice of the peace. However no provision is made for penalties as in the 1938 law. The first proposal made by the Government in 1949 did provide for penalties, but there were differences from the provisions for penalties in the 1938 law. No maximum was fixed for the fine. Strikes and lockouts resulting from the breaking of an award were not to be subject to conciliation and arbitration procedure and the application of additional penalties to an employer would not be automatic. In addition to the penalties provided for in the 1938 law, the proposal would have made an employer ineligible to be on the executive of an employers' organization and given authority to the Minister of Labour and Social Security to deprive a union, for a specified period, of the power to bargain collectively.

This proposal was vehemently attacked in the parliamentary assemblies. It was pointed out that the proposed system of compulsory conciliation and arbitration and enforcement of conciliation agreements and arbitration awards by severe penalties would deprive employees of the right to strike except in the rare case where an employer refused to comply with an award. The system of penalties was unfair because while employers would mind very little the fines and other "moral sanctions" employees who broke an arbitration award could be dismissed without notice and lose their seniority and other rights. The difficulty of enforcing arbitration awards where the parties were not willing to accept them was also pointed out. The law as passed showed no trace of the proposal for penalties.

Another point in which the 1950 law differs from the 1938 law is that it does not require conciliation and arbitration procedures to be followed before any strike or lockout takes place. It provides that a strike does not break the employment contract unless there is serious misconduct on the part of the employees.

Out of a total of 6,500 disputes occurring between March 1, 1950, and the end of 1952, only 395 came before official conciliation commissions and only 124 of them were settled by conciliation. These figures for

conciliation do not include the conciliation services carried out by inspectors of the Department of Labour or the conciliation resulting from provisions in collective agreements. Only five arbitration awards were reported to the Minister of Labour since the law went into effect.

The author concludes that the efficacy of conciliation and arbitration procedures seems to depend to a certain extent on whether or not they are compulsory. The voluntary system established in 1892 and the system of compulsory conciliation and voluntary arbitration established in 1950 both brought fewer results than the compulsory system tried in the 1930's.

The second section of the article gives a detailed account of the 395 disputes mentioned above which were referred to conciliation commissions from March 1950 to December 1952. Of these 395 disputes, 152 were referred in the 10 months of 1950 after the law went into effect, 162 in 1951 and 81 in 1952. From May 1952 the number of disputes referred for conciliation declined rapidly; only 24 disputes were submitted during the last eight months of the year. The proportion of the total number of disputes submitted for official conciliation was 7 per cent in 1950, 6·4 per cent in 1951, and 2·6 per cent in 1952.

Of the 395 disputes submitted, seven could not be dealt with by the commissions for various reasons. In 264 of them, the result was a report of no agreement. In 24 of these the employer failed to appear. In 106 cases agreement or partial agreement was reached and in 18 the parties continued negotiations. From May 1952 the number of settlements reached declined from approximately one out of two disputes to only two out of the 24 dealt with. During the same period the percentage of employers who refused to appear increased.

Almost all of the 395 disputes were referred for conciliation by employees and chiefly by unions. In cases where the prefect took the initiative it was to prevent a long conflict in which the public would suffer, for instance a strike among dockers or workers producing gas for a big city.

In 90 per cent of the disputes the issue was wages; the next largest group concerned lay-offs. These disputes were the most difficult to settle. In a majority of the other disputes an agreement was reached. Employers were most unyielding over questions of lay-off, particularly lay-off of strikers, and frequently did not appear to discuss the question. In 85 per cent of disputes concerning lay-offs no agreement was reached.

A majority of the disputes were submitted after a long delay and after strikes had already occurred. The employees did not immediately request conciliation and another long delay occurred between the time the request was made and the time the commission met.

In many cases the commission members were unanimous in condemning the uncooperative attitude of certain employers, who sometimes refused to appear and who either denied the jurisdiction of the commission or announced in advance that recourse to conciliation was useless as they would not change their position. Another factor handicapping the usefulness of the commissions was that the representatives of the parties were frequently not authorized to sign an agreement on behalf of the parties. Also the commission often could not learn the facts of the disputes, as each party presented its case and the commission could not determine what was the real situation.

The author found the diminishing use of conciliation during 1952 disquieting. The attitude of employers was growing more rigid, partly as a result of the law of July 18, 1952, applying to the minimum wage an automatic wage escalator related to the cost of living. He suggests several changes which might increase the efficacy of conciliation services. These include establishing a penalty for the refusal of a party to appear before a commission, giving the representatives who appear authority to sign a conciliation agreement, reducing the delays in the procedure, providing appropriate means for the commission to learn the exact circumstances of a dispute, and encouraging the issuing of recommendations which will form the basis for future negotiations in cases where conciliation has failed.

The demand for older workers has risen during the past year in the United States, according to a survey of 125 public and private employment agencies by the Northwestern Life Insurance Company. Three of every five employment agencies in 46 cities reported that job openings for older workers have increased.

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit continued upward trend in November, 1953, statistics* show. Each province recorded increases

Initial and renewal claims for unemployment insurance benefit continued the upward trend in November, with increases recorded in each province.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that 188,881 claims were received at local offices across Canada during the month, compared with 123,177 in October and 123,418 in November 1952.

Ordinary claimants on the live unemployment register on November 30 numbered 238,516 (188,023 males and 50,493 females), compared with 153,604 (113,651 males and 39,953 females) on October 31 and 161,912 (125,330 males and 36,582 females) on November 30, 1952. An additional 44,833 active claims were recorded for November 30 this year, of which 30,944 were for short-time claimants and 13,889 were on behalf of claimants temporarily separated from their employment.

Adjudicators disposed of 164,965 initial and renewal claims, of which 135,808 were entitlements to benefit. Of the 29,157 claims categorized as "not entitled to benefit," 16,982 did not establish a benefit year, while the remainder were disqualified under one or more of the additional conditions required for the receipt of benefit. Total disqualifications numbered 15,873 (including 3,698 on revised claims); the chief reasons for disqualification were: "voluntarily left employment without just cause" 6,124; "not unemployed" 2,797 (in 68 per cent of these cases, the duration of the disqualification period was six days or less); "not capable of and not available for work" 1,385 cases.

New beneficiaries during November totalled 94,642, compared with 65,980 in October and 68,034 in November 1952.

*See Tables E-1 to E-6 at end of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

A total of $10,172,035 was paid during November in respect of 3,337,519 unemployed days, compared with $7,603,667 and 2,506,254 days during October and $6,435,444 and 2,158,920 days during November 1952.

During the week November 28-December 4, 177,711 beneficiaries received $3,118,704 in payment for 1,008,634 unemployed days, compared with 118,730 beneficiaries who received $2,015,545 during the week October 31-November 6 in compensation for 663,026 unemployed days. For the week November 29-December 5, 1952, $1,883,934 was paid to 112,319 beneficiaries in compensation for 626,554 unemployed days.

The average daily rate of benefit for the week November 28-December 4, 1953, was $3.09, while for the week October 31-November 6, it was $3.04. During the week November 29-December 5, 1952, the average daily rate of benefit was $3.01.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month show that insurance books or contribution cards have been issued to 4,388,465 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At November 30, employers registered numbered 253,879, an increase of 1,747 during the month.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 971, September 29, 1953

Held: (1) *That a carpenter who refused to apply for general carpentry work on a bridge construction project on the grounds that he was a "finish" carpenter and that his state of health did not permit him to work on high scaffolds had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40(1)(a) of the Act.*

(2) *That in view of his previous record of employment and the other circumstances of the case, the period of disqualification was reduced from six to two weeks.*

Material Facts of Case—The claimant, married, 36 years of age, filed a renewal application for benefit on February 13, 1953, and stated therein that he had been employed in "A", a city in Alberta, as a carpenter at a wage of $1.60 an hour from January 22, 1953, to February 11, 1953, when he was laid off because of a shortage of work.

On February 13, 1953, also, the local office of the Unemployment Insurance Commission notified the claimant of an offer of employment of indefinite duration as a carpenter on a bridge construction project in "A", at a wage of $1.65 an hour, which was five cents an hour higher than the prevailing rate of pay in the district for that type of work. The hours of work were eight a day and 44 a week (day work). The claimant refused to apply for the employment on the grounds that he was a finish carpenter and that he did not care to work on high scaffolds.

The insurance officer disqualified him from receipt of benefit for a period of six weeks as from February 14, 1953, because, in his opinion, he had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40(1)(a) of the Act.

In his appeal to a court of referees, the claimant reiterated that the carpentry work offered was not in his line and also that he could not work on high scaffolds because of the state of his health.

The court of referees which heard the case unanimously upheld the decision of the insurance officer. The court commented that an unemployed carpenter claiming benefit under the Act should not be allowed to draw a distinction between the types of carpentry work he would be willing to accept and that in this case it was unlikely that the claimant would have been required to work on the scaffold to any extent since most of his time would have been spent on the ground preparing materials for erection.

Following the court's decision, the manager of the local office wrote to the bridge construction company requesting information as to the height of the scaffold and the amount of work that a carpenter would be required to do thereon. The company replied that the scaffold was approximately 30 feet above the water level and that "the men were not on the scaffold very much".

From the decision of the court of referees, the United Brotherhood of Carpenters and Joiners of America, of which the claimant is a member, appealed to the Umpire, contending that there was a big difference between the work of a finish carpenter and that of a general construction carpenter and that a man who had specialized in a particular type of carpentry work had little or no knowledge of any other kind in the trade.

Conclusions—There is a great deal of merit in the argument that a "finish" carpenter should not be expected to accept an offer of work as a "rough" carpenter immediately upon becoming unemployed, as the work of a "finish" carpenter might be so different from that of a "rough" carpenter that the two occupations must be considered separate and distinct. However, the claimant who refuses a job on that ground must adduce satisfactory evidence that his training, skill and long practice as a "finish" carpenter render the job unsuitable for him.

The evidence in this case does not allow one to conclude that the work notified to the claimant with the ..... Construction Company was so different in character from the carpentry work he was accustomed to that it was not suitable within the meaning of the Act. I have noted

from the file that while working for the ..... School Division No. 4 (from May 1952 to January 1953) he did general as well as "finish" carpentry work. I have also noted that the wage offered by the ..... Construction Company was higher than that which he received in his two previous employments. As to his contention that his health did not permit him to work on scaffolds and above water, he has failed to substantiate it with satisfactory evidence.

However, taking into consideration his previous record of employment, the fact that he had been unemployed only one day when the job as a general construction carpenter was notified to him and the nature of the working conditions relative thereto, I feel that the period of disqualification previously imposed should be reduced from six to two weeks and I so direct.

Decision CU-B 973, September 29, 1953

Held: *That the claimant, who was dismissed from her employment because she had taken a day off after having been refused permission to do so, had lost her employment by reason of her own misconduct within the meaning of Section 41(1) of the Act.*

Material Facts of Case—The claimant, married, 30 years of age, filed a renewal application for benefit on March 23, 1953, stating that she had lost her employment as a sewing machine operator on March 20, 1953, under the following circumstances: On the morning of March 20, she had informed the employer over the telephone that she would not be at work that day because she had to attend to a personal matter and that evening she received a letter from him to the effect that her services were no longer required.

In the confirmation of separation, the employer reported that the claimant was dismissed because of absenteeism. In response to a request from the local office for detailed information relative thereto, the employer stated that during the three months prior to the claimant's dismissal she had been absent ten and a half days and on March 20, when her services were urgently required at the factory she took the day off to do her housework so as to be free to go out over the week-end in her and her husband's new automobile, which had been delivered the night before.

The insurance officer disqualified the claimant from receipt of benefit for a period of one week under Section 41(1) of the Act on the ground that "she had been responsible for losing her employment".

From the decision of the insurance officer, the claimant appealed to a court of referees, before which she appeared. The court, after having heard her testimony that the ten and a half days she was absent from work was caused chiefly on account of illness and that she had supplied the employer with a medical certificate to that effect, came to the unanimous conclusion that one day's absence does not amount to misconduct within the meaning of the Act and, therefore, the claimant had not been responsible for losing her employment on March 20, 1953.

From the decision of the court of referees, the insurance officer appealed to the Umpire.

The claimant's union requested an oral hearing of the case before the Umpire and it was held in Ottawa on July 22, 1953. The union was represented by A. Andras, Assistant Research Director of the Canadian Congress of Labour, and the Unemployment Insurance Commission by the Acting Chief Claims Officer.

Conclusions—Mr. Andras admitted before me that the claimant's reason for her absence from work on March 20, 1953, was not of an "emergency nature" but he contended that the court of referees was right in holding that one day's absence does not amount to misconduct within the meaning of Section 41(1) of the Act.

The fact that a person absents himself from work for one day does not necessarily prove that he has committed an act of misconduct within the meaning of the Act. It all depends on the circumstances of the case.

In this instance, it is relevant to note that the claimant had asked for and was refused leave of absence for the day in question on account of pressure of business. It is also relevant to note that her record of attendance had not been too good.

Mr. Andras further contended that the insurance officer must have had some doubt in his mind as to the claimant's guilt since he only imposed one week's disqualification.

For some time past it has been the contention of union representatives when appearing before me that insurance officers should exercise more frequently their discretionary power in fixing the length of periods of disqualification under the Act. The insurance officer has exercised his discretionary power in this case in imposing only one week's disqualification, no doubt because he felt that, although the claimant was guilty of misconduct, the nature of her

offence did not warrant the full period of disqualification of six weeks. I should think that the insurance officer's leniency should not serve to cast a reflection on the merit of his decision.

Mr. Andras finally submitted that in cases of misconduct, the employer should be requested to appear before the court of referees. While there is no provision in the Act which compels an employer to appear before a court of referees or the Umpire, I feel that Mr. Andras' point is well taken and that whenever possible the employer should be urged to attend such hearings.

For those reasons, the appeal is maintained and the disqualification previously imposed by the insurance officer is reinstated as from the date that this decision is communicated to the claimant.

Just off the Press:

Annual Report of Department of Labour
covering the fiscal year ending March 31, 1953.
Available in English and French. Price: 25 cents.

Provincial Labour Standards (1953)
An annual publication providing a ready comparison of the legislative standards in effect in all provinces concerning child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation. Price: 10 cents.

Workmen's Compensation in Canada (1953)
An annual publication that sets out similarities and differences in provincial Workmen's Compensation Acts and contains tables showing the benefits payable and the industrial diseases compensated under each Act. Price: 10 cents.

Apprenticeship in Canada (new revision)
A bulletin outlining provincial apprenticeship plans, with details of their methods of operation. In English and French. Price: 15 cents.

OBTAINABLE FROM:
CIRCULATION MANAGER, DEPARTMENT OF LABOUR, OTTAWA

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during December

Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 107 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 79 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production (November Report).....	203	$3,800,821.00
Post Office	15	126,693.33
Public Works	1	6,100.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of $935.23 was collected from three employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 67 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

St John's Nfld: L G Rawding Construction Ltd, landscaping & construction of drives. *Eastern Passage N S:* Acadia Construction Ltd, construction of walks & drives. *Ajax Ont:* Dickson-Larkey Welding & Steel Construction Ltd, extension to steam main; Marino Construction, construction of storm sewer & road.

Defence Construction (1951) Limited

Greenwood N S: Kenney Construction Co Ltd, construction of power plant bldg; Cameron Contracting Ltd, construction of storm sewers, sanitary sewers, water storage & reservoir, etc; Municipal Spraying & Contracting Co Ltd, construction of access roads & parking areas. *Halifax N S:* Kenney Construction Co Ltd, construction of mess, Garrison Barracks. *Chatham N B:* R E Stewart Construction Corporation, construction of telecommunications bldg; W S McKnight Ltd, connecting-up of boiler & supply & installation of auxiliary equipment, RCAF Station. *Moncton N B:* Eastern Woodworkers Ltd, construction of accommodation bldg. *Bagotville P Q:* R E Stewart Construction Corporation, construction of combined parachute safety equipment & workshop bldg. *St Hubert P Q:* Reid & Cambridge Ltd, connecting-up of boiler & supply & installation of auxiliary equipment; Charles Duranceau Ltee, construction of combined parachute safety equipment & workshop bldg. *Val d'Or P Q:* Northland Construction Co, construction of combined ME garage & workshop bldg. *Camp Borden Ont:* Swansea Construction Co Ltd, construction of storm sewers, sanitary sewers, septic tanks, etc; Nap Beauchamp Construction Co, construction of headquarters bldg extension; Canadian Pacific Railway Co, *relocation of rail switch & siding at RCASC Coal Yard. *Etobicoke Ont:* The Foundation Co of Canada Ltd, construction of Raw Material Preparation bldg for Canadian Steel Improvement Ltd. *Long Branch Ont:* Storms Contracting Co Ltd, construction of tire testing bldg. *Petawawa Ont:* M Sullivan & Son Ltd, construction of garage & POL service station. *Macdonald Man:* Manitoba Power Commission, *modification of electric power substation, RCAF Station. *Cold Lake Alta:* E M Cleve (Lloydminster) Ltd, construction of officers' quarters bldg, RCAF Station. *Edmonton Alta:* Bennett & White (Alberta) Ltd, construction of inflammable stores bldg. *Namao Alta:* Canadian Brown Steel Co Ltd, installation of steel tanks, RCAF Station. *Aldergrove B C:* Sorensen Construction Co, construction of recreation hall. *Comox B C:* C J Oliver Ltd, construction of unit transmitter bldg.

Building and Maintenance

Halifax N S: Standard Construction Co Ltd, alterations to bldg No 90, HMCS Dockyard. *Chatham N B:* Maritime Engineering Ltd, exterior painting of houses, RCAF Station. *Centralia Ont:* Arthur Hall, interior & exterior painting of houses, RCAF Station. *Clinton Ont:* David Ross Construction, construction of addition to drill & recreation hall, RCAF Station. *Petawawa Camp Ont:* Norman A Lock & Son, exterior painting to bldgs, Magazine Area.

Northern Affairs and National Resources

Halifax N S: Carter & Smith Ltd, installation of electrical system, Cavalier Bldg; Murphy & Wharton Ltd, installation of heating system, Cavalier Bldg. *Calgary Alta:* Assiniboia Construction Co, extension to tank, Rating & Experimental Station. *Between Revelstoke and Boat Encampment B C:* Pacific Diamond Drilling Co Ltd, drilling work on the Columbia River.

Department of Public Works

Murray River P E I: R A Blyth, wharf repairs. *Church Point N S:* Kenney Construction Co Ltd, repairs to retaining wall. *Pleasant Bay N S:* Allen R. MacDonald, Willie MacDonald, John A MacDonald & Albert MacDonald, construction of breakwater. *Hardwicke N B:* Whalen Bros Construction, wharf replacement. *Jonquiere P Q:* Wilfrid Legare Inc, erection of public bldg. *Lac des Seize Iles P Q:* A Daris, construction of wharf. *Levis P Q:* Louis Donolo Inc, erection of public bldg. *Port Daniel East P Q:* Joseph E Deraiche, construction of landing. *Shigawake P Q:* James S Watt, wharf reconstruction. *Collingwood Ont:* Canadian Dredge & Dock Co Ltd, harbour improvements, east harbour wall reconstruction. *Marathon Ont:* John E Dagsvik, construction of public bldg. *Meaford Ont:* Marples Ridgway Ltd, repairs to harbour west wall. *Ottawa Ont:* Roland O'Hara, alterations to Defence Research Bldg, John Street; R F Walsh Co Ltd, repointing of masonry & repairs to flashings & roofs, Supreme Court Bldg; R F Walsh Co Ltd, repairs & pointing of stonework, etc, Justice Bldg; Ross Meagher Ltd, installation of freight elevator, etc, Jackson Bldg; John E Shore, conversion of tobacco curing barn; John E Shore, wash room addition, Forage Division, Seed Bldg, Central Experimental Farm; Universal Electric, installation of electrical lighting system, 552 Booth St. *Saugeen River (Southampton) Ont:* Intrusion Prepakt Ltd, reconstruction of pier. *Toronto Ont:* Ontario Construction Co Ltd, harbour improvements (circulating channel repairs). *Tweed Ont:* St Lawrence Contracting Co Ltd, erection of public building. *Tisdale Sask:* Rendek Construction Co Ltd, construction of RCMP Detachment Bldg. *Alexis Creek B C:* Sorensen Construction Co, construction of RCMP Detachment Bldg. *Arrowhead B C:* Greenlees Construction Co Ltd, construction of wharf. *Ford's Cove B C:* J Larsen & G H Grieve, removal of existing wharf, approach & gangway, construction of approach. wharfhead, relocation of existing floats & extension of rock mound breakwater. *Fraser River (Douglas Island) B C:* British Columbia Bridge & Dredging Co Ltd, *dredging. *Kelsey Bay B C:* Horie-Latimer Construction Co Ltd, wharf repairs & construction of float. *Kitimat B C:* Fraser River Pile Driving Co Ltd, construction of wharf & breakwater. *New Westminster B C:* Fraser River Pile Driving Co Ltd, protection pier repairs, railway bridge. *North Vancouver (Burrard Inlet) B C:* Vancouver Pile Driving & Contracting Co Ltd, construction of floats (marine basin). *Port Edward B C:* Fraser Valley Builders Ltd, construction of RCMP Detachment Bldg. *Qualicum Beach (French Creek) B C:* Ed Walsh & Co Ltd, construction of two rock mound breakwaters. *Sooke (Whiffen Spit) B C:* Pacific Pile Driving Co Ltd, construction of protection work. *Stuart Island B C:* F R Gagne, float renewal. *Victoria B C:* Yarrows Ltd, *construction of steel suction dredge.

Department of Transport

Gander Nfld: The Canadian Bridge Co Ltd, supply, fabrication, delivery & erection of radar tower. *Dartmouth N S:* Trynor Construction Co Ltd, construction of steel sheet piling wharf extension. *Cartierville P Q:* J R Robillard, construction of garage. *Dorval P Q:* La Cie de Construction & Paving Dubuc Ltee, installation of airport lighting facilities. *Graham Ont:* Bilodeau & Heath Co Ltd, construction of dwelling. *Prince Albert Sask:* General Gravel Surfacing Co, construction of runway including connecting taxi strip & parking area. *Penhold Alta:* Accurate Electric, construction of airport lighting facilities.

Vocational Training by Television

Vocational training by television was demonstrated recently at the opening ceremonies of the National College of Rubber Technology, London, England. Pictures taken by an industrial television camera in a ground-floor shop in the new school were viewed on a 27-inch monitor installed in the lecture theatre. There, 180 students were able to see clearly details of processes and machinery that normally can be seen only by four or five at a time, standing around the machine. Questions asked in the theatre were answered through an inter-com system and the answers illustrated by the demonstrator in the shop.

Wages, Hours and Working Conditions

Working Conditions at Head Offices of Canadian Life Insurance Companies

Five-day week almost universal, work-week of 37½ hours most common working schedule, annual two-week vacation typical, at least seven statutory holidays granted at life insurance companies' head offices

The five-day week is almost universal for employees working at head offices of Canadian life insurance companies, and other aspects of employment conditions meet fairly advanced standards, according to the annual survey of working conditions conducted by the Economics and Research Branch, Department of Labour, which last April for the first time included life insurance companies.*

Returns were received from 26 life insurance companies, which employed at their Canadian head offices more than 10,000 office workers. The average size of the establisments was comparatively large, the staff numbering about 400 employees. Only half a dozen offices had fewer than 100 employees. About two-thirds of the workers were female.

Most of the workers, at April 1, 1953, were on a standard work-week of 37½ hours or less. All were eligible for an annual vacation of at least two weeks, while a majority could become eligible for three- and four-week vacations after longer service. Sixteen of the offices reported observance of 10 or more statutory holidays.

A summary of the findings of the survey follows.

Standard Hours per Week—The most common working schedule among the companies reporting was 37½ hours. This schedule was reported by 11 companies employing about 40 per cent of the workers. Another 44 per cent of the employees had a shorter work week, ranging from 32½ to 37 hours. The following table gives a distribution of establishments and office employees by length of work week in hours:—

Standard Weekly Hours	Number of Establishments	Employees Number	Employees Per Cent
35 and under	7	1,172	12
Over 35 and under 37½	6	3,308	32
37½	11	4,033	40
Over 37½ and under 40	2	1,674	16
Total firms and employees	26	10,187	100

More than 99 per cent of the employees were with 25 companies reporting a 5-day week.

Vacations with Pay—Head offices of all 26 companies submitting returns to the survey were in provinces where at least one week's vacation with pay, or its equivalent, is mandatory under provincial law.

As indicated in the table below, the typical worker at a head office of a life insurance company receives an annual two-week vacation until he has been with the company for 15 years, when he becomes eligible for three weeks. Four-week vacations, which are not common in most industries surveyed by the Economics and Research Branch, may be enjoyed by many life insurance workers after 20 or 25 years' service.

Four companies with 1,200 employees grant vacation credits on a sliding scale, usually in terms of an additional day or days per year of service. Such information

*Articles summarizing working conditions of office employees in Canadian manufacturing appeared in the LABOUR GAZETTE in the November 1953 issue, p. 1665, and of office employees in Canadian banks, in the January issue, p. 152.

is shown in the table only where such scaled vacations constitute two, three or four weeks.

Three companies with 1,350 employees give a fourth week's vacation after the twenty-fifth year of service and again on each fifth anniversary thereafter. This practice is not shown in the table, since it does not constitute an "annual" vacation.

The two-, three-, and four-week vacations reported, and an indication of service requirements, are as follows:—

Length of Vacation and Service Requirement	Number of Firms	Employees Number	Employees Per Cent
Two weeks with pay			
After one year or less	26	10,187	100
Three weeks with pay			
After: 10 years or less	3	944	9
15 years	12	6,907	68
20 years	6	1,474	14
25 years	2	248	2
Total	23	9,573	93
Four weeks with pay			
After: 20 years	3	1,607	16
25 years	5	3,265	32
30–35 years	2	1,293	13
Total	10	6,165	61

Statutory Holidays—Among the life insurance companies covered, the practice of more than half, with about 57 per cent of the employees, was to observe and pay their employees for 10 or more statutory holidays. In no case is the number less than seven. The holiday practice in the 26 companies is detailed below:—

Number of Paid Statutory Holidays	Number of Firms	Employees Number	Employees Per Cent
7 days	3	1,960	19
8 days	5	1,681	16
9 days	2	771	8
10 days	7	1,781	18
11 days	6	3,068	30
More than 11 days	3	926	9
Total	26	10,187	100

Twenty-three companies, with more than 9,000 employees, reported the practice of granting a meal allowance to employees required to work overtime. Two firms (1,800 employees) reported giving compensating time off and two firms with 1,500 employees indicated a premium pay policy for overtime. A transportation allowance was reported as being given by two firms with 1,100 workers.

All but five of the companies replied in the affirmative to the question "Do you have a group pension plan?" Almost four-fifths of the employees were in firms reporting pension plans. All 26 firms indicated having a policy whereby employees are paid during absence from work due to sickness. Non-occupational sickness and accident benefit plans were reported by 24 firms employing about 98 per cent of the workers.

None of the companies reported having a collective agreement.

85529—6

Prices and the Cost of Living*

Consumer Price Index, January 2, 1954

The consumer price index dropped one-tenth of a point between December 1 and January 2, moving from 115·8 to 115·7. It was the third successive decline, although the smallest in a year, and brought the index to the same level as in January a year earlier. (The December 1 index was also identical with that a year earlier.)

Declining food prices outweighed advances in the household operation, shelter and other commodities and services series.

The food index declined 0·4 per cent from 112·1 to 111·6 as further decreases in eggs, combined with scattered lower prices for other food items, proved more important than small advances for most meats and vegetables.

Clothing prices were generally stable but slight decreases affecting several items were sufficient to move the index down 0·1 per cent to 110·1.

Changes in the household operation series were more pronounced, with increases for furniture, cleaning supplies and household help but decreases for washing machines, cotton sheets and glassware resulting in an over-all advance of only 0·1 per cent to 117·5 for this group.

The shelter index moved from 125·2 to 125·4 as rents continued to rise fractionally.

Among other commodities and services, increases were recorded for several items of drugs and personal care; newspaper rates were reported higher in three cities. These changes advanced the group index from 116·3 to 116·4.

The index one year earlier (January 2, 1953) was also 115·7. Group indexes on that date were: food 113·5, shelter 122·3, clothing 109·7, household operation 116·5, and other commodities and services 116·7.

City Consumer Price Indexes, December 1, 1953

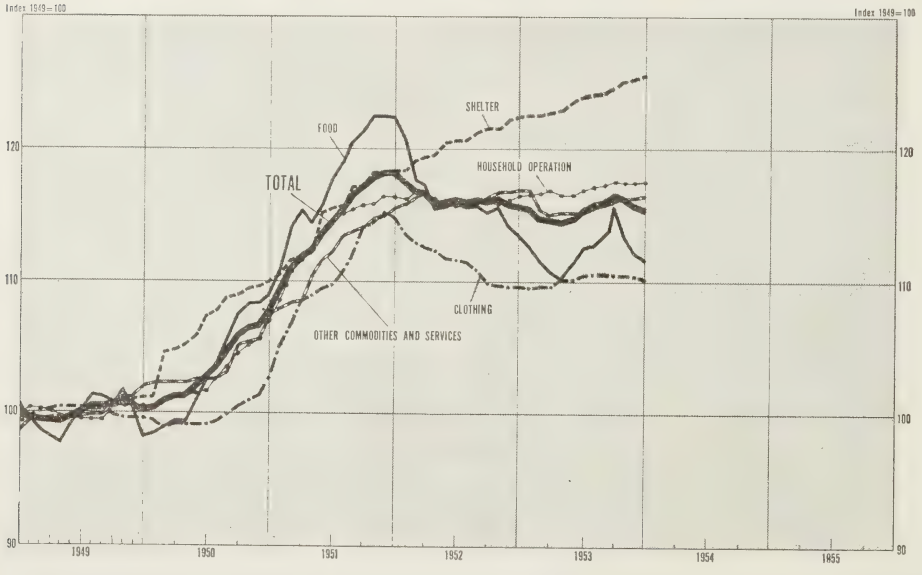
All ten regional consumer price indexes registered decreases between November 2 and December 1, 1953. The declines ranged from 0·2 to 0·4 per cent.

Food indexes moved down substantially in all centres, mainly because of lower quotations for eggs, potatoes and most meats.

Higher rents were recorded in all but two cities, the largest increases occurring in Winnipeg and Toronto. In clothing, scattered changes were reported; indexes were unchanged in four cities, slightly higher in one and fractionally lower in the remaining five. Predominant price patterns in the household operation group were

See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



sizeable declines in refrigerator prices in six cities, higher laundry and shoe repair rates in most cities and general increases for laundry soap and detergents. Other commodities and services series were unchanged in seven cities, while fractional changes occurred in Halifax, Montreal and Winnipeg. The advance in Winnipeg resulted mainly from an increase in gasoline.

Regional consumer price index point changes between November 2 and December 1 were: Ottawa —0·5 to 115·5, Winnipeg —0·5 to 114·7, St. John's —0·4 to 102·7.* Halifax —0·4 to 113·2, Saint John —0·4 to 115·5, Saskatoon-Regina —0·4 to 113·3, Edmonton-Calgary —0·4 to 114·5, Montreal —0·3 to 116·7, Toronto —0·2 to 117·6 and Vancouver —0·2 to 116·3.

Wholesale Prices in 1953

The general wholesale index fluctuated narrowly in 1953, the low point for the year being 218·8 and the high, 222·4.

The December 1953 index of 219·0 was 1 per cent below the level of December 1952 but fractionally higher than the November 1953 index of 218·8.

Most of the larger aggregate indexes stood at lower levels at the end of the year than 12 months earlier. Five of the eight major group indexes of the general wholesale price index, as well as the residential and non-residential building materials price index, were all lower in December 1953 than in December 1952.

Both the consumer price index and the general wholesale price index reached post-war peaks after the outbreak of the Korean hostilities in June 1950 and both series increased almost the same amount. The retail index rose 16 per cent to a peak reached in January 1952; the wholesale index rose 16·5 per cent to a peak reached in July 1951.

While the consumer price index declined approximately 2 per cent over four months after the peak and has remained relatively unchanged since May 1952, the wholesale index declined almost steadily for 15 months after reaching its peak, for a total drop of 9·6 per cent, and has been practically unchanged since October 1952.

Consumer Price Trends in 1953

Retail prices, as measured by the consumer price index, were notably stable in 1953 and averaged 0·9 per cent lower than those prevailing in 1952. The slight drop from 1952 to 1953 was the first decline in the yearly average during the war and post-war period.

The level position of the index during the 12 months that ended in December 1953 was a continuation of the plateau established during the latter half of 1952.

The remarkable stability of the total consumer price index during 1953 may be judged from the fact that at no time during the year was the index more than 1 per cent from the year's average of 115·5. This reflected both stable prices within certain areas of the index and compensating upward and downward movements between other areas.

The total index dipped from 115·8 at December 1, 1952, to 114·4 at May 1, 1953; rose to 116·7 over the next five months and returned to 115·8 on December 1, 1953. The two main turning points, at May and October, can be traced to movements of the food index, which largely determined the pattern of the total index. The steady fall in the food component from 114·1 at December 1952 to 110·1 at May was mainly attributable to declines in beef, vegetable and butter prices. Increases for eggs, pork, bread, flour and coffee contributed to the rise in the food index between May and October, when it reached a high for the year of 115·5.

In the shelter group, steady fractional gains were recorded in all months except March. This was a continuation of the movement of this series since early 1950. Both rent and home ownership contributed to the advance, with rent maintaining a slight edge over the other series throughout the year.

On average, the clothing index was 1·5 per cent lower in 1953 than in 1952, with four of the five sub-group indexes averaging from 1·1 to 2·6 per cent lower. No pronounced monthly movements in clothing occurred, the highest and lowest monthly indexes deviating not more than 0·5 per cent from the yearly average of 110·1.

The household operation index advanced 1·1 per cent between December 1952 and December 1953, most of the rise occurring during the latter half of the year.

The home furnishings sub-group index fluctuated narrowly over the year, making a net gain of only 0·3 per cent from December 1952 to December 1953.

The trend in other commodities and services was generally upward as the services component of the group continued its slow advance.

*Index on base June 1951=100.

85529—6½

Strikes and Lockouts

Canada, December 1953*

Fewer work stoppages resulting from labour-management disputes occurred in 1953 than in 1952, declining from 222 in 1952 to 166 in 1953. The number of workers involved and the resulting idleness were both less than half the totals for 1952. In 1953, 54,391 workers were involved and in 1952, 120,818. The time loss in 1953 was 1,322,929 man-days, compared with 2,879,955 days in 1952.

During the first six months of 1953 comparatively little time was lost. In July, stoppages began in the gold and copper mining industry in northern Ontario and Quebec and by October some 7,000 workers at 12 mines were involved. By the end of the year the idleness resulting from these disputes amounted to 641,560 days, or 48 per cent of the total for the year. Settlement at one mine was reached late in December

Other disputes causing substantial time loss were: lumber mill workers in northern and southern interior British Columbia; truckers in southwestern Ontario; clothing and hosiery factory workers at Montreal, Que.; paper mill workers at Beauharnois and Crabtree Mills, Que.; steel mill workers at Winnipeg, Man.; and shoe factory workers at Preston, Ont.

Wages and related benefits were the central issues in 94 of the 166 stoppages in 1953, causing 93 per cent of the total idleness. Of the other disputes, 26 arose over dismissals, suspensions and lay-offs; 25 over causes affecting working conditions; 19 over union questions; one over reduced hours; and one was an inter-union dispute.

In December 1953, preliminary figures show 25 strikes and lockouts in existence, involving 11,257 workers, with a time loss of 264,745 man-working days, compared with 35 strikes and lockouts in November 1953, with 19,298 workers involved and a loss of 287,316 days. In December 1952 there were 18 strikes and lockouts, 3,646 workers involved and a loss of 47,279 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December 1953 was 0·32 per cent of the estimated working time; November 1953, 0·35 per cent; December 1952, 0·05 per cent; the year 1953, 0·13 per cent; and 1952, 0·29 per cent.

Of the 25 strikes and lockouts in existence in December 1953, four were settled in favour of the workers; two in favour of the employers; two were compromise settlements; and two were indefinite in result, work being resumed pending final settlement. At the end of the year 15 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in the footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in October 1953 was 197 and 15 were still in progress from the previous month, making a total of 212 during the month. In all stoppages of work in progress, 39,900 workers were involved and a time loss of 116,000 working days caused.

Of the 197 disputes leading to stoppages of work which began in October, eight directly involving 1,300 workers, arose over demands for advances in wages, and 84, directly involving 11,200 workers, over other wage questions; two, directly involving 100 workers, over questions as to working hours; 31, directly involving 10,700 workers, over questions respecting the employment of particular classes or persons; 63, directly involving 5,100 workers, over other questions respecting working arrangements; six, directly involving 6,400 workers, over questions of trade union

*See Tables G-1 and G-2 at end of book.

principle; and three, directly involving 900 workers, were in support of workers involved in other disputes.

United States

Preliminary United States figures for 1953 show 5,100 work stoppages resulting from labour-management disputes, in which 2,300,000 workers were involved. The time loss for all work stoppages during the year amounted to 27,000,000 days. Corresponding figures for 1952 are 5,117 stoppages, 3,540,000 workers and a time loss of 59,100,000 days.

Publications Recently Received in Department of Labour Library

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AFL Submits Program to End Discrimination

Recommendations for a workable and effective program to eliminate discrimination have been presented to President Eisenhower's Committee on Government Contracts by the American Federation of Labor. The 15-member Committee was set up by the President last August with the purpose of improving and ensuring enforcement of non-discrimination clauses in U.S. government contracts (L.G., Sept. 1953, p. 1261).

The AFL submission to the Committee contained three major recommendations. They call for (1) full acceptance of the obligations of the non-discrimination clause and agreement to comply with it as a precondition for obtaining a government contract; (2) establishment of effective administration machinery by each contracting agency of the federal Government to ensure compliance with the non-discrimination clause; and (3) constant review by the U.S. Department of Labor of the effectiveness with which the government agencies concerned carry out the non-discrimination policy.

Bert Seidman, AFL staff economist, told the Committee that of the ten million members of the AFL, 1,250,000 are Negro workers.

"We regard it as our responsibility," said Mr. Seidman, "to do everything possible to remove discrimination in employment and to assure for workers equal standards of hire and tenure of employment as well as of compensation regardless of their race, creed, colour or nationality."

Industrial Standards Act

(Continued from page 260)

Minimum hourly wage rate: $2.10 per hour for work done during regular working periods and for night work. On night shift 8 hours' pay for 7 hours' work. Advisory committee may set a lower minimum rate for handicapped persons.

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TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week ended November 21, 1953			Week ended October 24, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population	10,107	5,037	5,070	10,095	5,035	5,060
A. Civilian labour force	5,316	4,123	1,193	5,351	4,166	1,185
Persons at work	5,036	3,880	1,156	5,116	3,972	1,144
35 hours or more	4,714	3,707	1,007	4,830	3,828	1,002
Less than 35 hours	322	173	149	286	144	142
Usually work 35 hours or more	128	100	28	104	79	25
(a) laid off for part of the week	11	*	*	*	*	*
(b) on short time	49	37	12	37	26	11
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	*	*	*	10	10	*
(f) illness	30	22	*	24	16	*
(g) industrial dispute	-	-	-	-	-	-
(h) vacation	*	*	*	*	*	*
(i) other	18	15	*	*	*	*
Usually work less than 35 hours	194	73	121	182	65	117
Persons with jobs not at work	129	107	22	124	99	25
Usually work 35 hours or more	125	104	21	121	97	24
(a) laid off for full week	26	22	*	14	12	*
(b) bad weather	-	-	-	-	-	-
(c) illness	58	47	11	57	46	11
(d) industrial dispute	*	*	*	*	*	*
(e) vacation	22	18	*	30	22	*
(f) other	10	*	*	10	*	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work [1]	151	136	15	111	95	16
B. Persons not in the labour force	4,791	914	3,877	4,744	869	3,875
(a) permanently unable or too old to work	170	114	56	171	112	59
(b) keeping house	3,383	*	3,379	3,394	*	3,390
(c) going to school	662	349	313	642	341	301
(d) retired or voluntarily idle	560	438	122	523	404	119
(e) other	16	*	*	14	*	*

[1] Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week ended November 21, 1953			Week ended October 24, 1953		
	Total	Seeking Full Time Work	Seeking Part Time Work	Total	Seeking Full Time Work	Seeking Part Time Work
Total looking for work	167	150	17	121	108	13
Without jobs	151	137	14	111	100	11
Under 1 month	71	. . . . .	. . . . .	51	. . . . .	. . . . .
1— 3 months	55	. . . . .	. . . . .	38	. . . . .	. . . . .
4— 6 months	16	. . . . .	. . . . .	14	. . . . .	. . . . .
7—12 months	*	. . . . .	. . . . .	*	. . . . .	. . . . .
13—18 months	-	. . . . .	. . . . .	-	. . . . .	. . . . .
19 and over	*	. . . . .	. . . . .	*	. . . . .	. . . . .
Worked	16	13	*	10	*	*
1—14 Hours	*	*	*	*	*	*
15—34 Hours	10	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED NOVEMBER 21, 1953

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,316	98	407	1,557	1,921	908	425
Agricultural	790	*	43	186	205	338	17
Non-Agricultural	4,526	97	364	1,371	1,716	570	408
Males	4,123	82	325	1,177	1,460	750	329
Agricultural	763	*	40	182	195	329	16
Non-Agricultural	3,360	81	285	995	1,265	421	313
Females	1,193	16	82	380	461	158	96
Agricultural	27	*	*	*	10	*	*
Non-Agricultural	1,166	16	79	376	451	149	95
All ages	5,316	98	407	1,557	1,921	908	425
14—19 years	515	12	40	196	153	83	31
20—24 years	709	16	50	241	241	115	46
25—44 years	2,469	46	183	718	895	420	207
45—64 years	1,409	22	113	361	540	248	125
65 years and over	214	*	21	41	92	42	16
Persons with Jobs							
All status groups	5,165	92	388	1,502	1,882	891	410
Males	3,987	76	306	1,129	1,424	736	316
Females	1,178	16	82	373	458	155	94
Agricultural	787	*	42	186	204	337	17
Non-Agricultural	4,378	91	346	1,316	1,678	554	393
Paid Workers	3,962	76	292	1,189	1,538	515	352
Males	2,887	62	220	848	1,113	378	266
Females	1,075	14	72	341	425	137	86
Persons Without Jobs and Seeking Work							
Both sexes	151	*	19	55	39	17	15
Persons not in the Labour Force							
Both sexes	4,791	141	444	1,290	1,553	915	448
Males	914	41	92	227	257	188	109
Females	3,877	100	352	1,063	1,296	727	339

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.-Nov.	4,248	33,762	82,089	22,595	14,342	157,036	64,163
1953—Jan.-Nov.	3,779	32,026	83,469	25,914	12,450	157,638	64,603

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total	4,001	5,317	.....	.....	.....	25,830	.....	.....	.....	5,402	114,786
1952—Total	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1952—Jan.–Nov.	6,656	6,655	.....	.....	.....	16,710	.....	.....	.....	1,467	82,116
1953—Jan.–Nov.	9,525	6,062	1,768	3,036	12,628	16,635	819	25,352	9,005	932	85,822

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
[1]1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	70	270	52	208	178	28	860
1952—Average	76	299	62	230	197	31	895
1951—April	60	263	45	199	171	27	765
May	66	266	52	205	177	28	794
June	72	273	55	211	179	28	818
July	71	273	55	212	179	30	820
August	72	277	60	214	180	29	832
September	76	282	61	217	182	29	847
October	81	280	60	219	188	30	858
November	83	280	60	223	191	30	867
December	81	286	52	222	188	29	858
1952—January	79	279	49	215	188	29	839
February	80	284	47	216	193	29	849
March	74	290	48	218	193	29	852
April	63	291	53	222	193	30	852
May	69	292	60	227	197	30	875
June	71	292	61	231	200	30	885
July	71	294	70	234	201	31	901
August	78	304	75	234	197	31	919
September	80	312	74	236	198	31	931
October	82	314	77	239	202	32	946
November	83	318	75	242	202	32	952
December	76	322	62	245	205	32	942
1953—January	71	317	58	247*	203	32	928
February	69	322	56	235	207	31	920
March	61	325	57	236	213	32	924
April	61	326	63	253*	213	33	949
May	69	328	72	249	219	32	969
June	75	328	72	253	218	33	979
July	77	325	76	255	219	34	986
August	80	328	81	256	215	33	993
September	81	333	82	258	224	34	1,012
October	78	328	83	259	227	34	1,009

[1] Includes Newfoundland, since 1949.

* Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1949 = 100) (The latest figures are subject to revision).

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employees having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,596,321.

Year and Month	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	95·7	.....	93·3	92·1	104·3	97·8	94·7	93·6	97·2	88·1	97·1
1948—Average	99·7	.....	102·6	99·6	105·2	101·2	98·9	97·2	99·5	93·7	101·3
1949—Average	100·0	.....	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1950—Average	101·5	.....	110·3	95·6	102·6	100·5	102·7	100·8	100·8	104·5	100·8
1951—Average	108·8	111·7	112·6	100·3	109·0	109·2	110·4	103·9	106·0	112·4	106·1
1952—Average	111·6	130·2	123·2	104·0	109·5	113·4	112·0	106·0	111·4	120·8	106·7
Jan. 1, 1952	109·4	112·3	111·6	100·1	115·2	111·3	109·9	103·8	108·9	114·3	104·0
Feb. 1, 1952	107·4	106·8	116·8	101·3	112·5	109·5	108·4	101·4	101·9	111·9	100·3
Mar. 1, 1952	107·6	107·8	102·3	98·5	111·9	109·9	108·3	100·7	101·4	110·9	102·6
Apr. 1, 1952	107·5	112·2	135·9	99·9	116·2	107·8	108·4	101·3	101·6	111·8	105·2
May 1, 1952	107·2	115·0	111·8	98·1	101·1	106·4	108·8	102·5	105·4	114·8	107·5
June 1, 1952	110·3	129·8	122·1	101·7	105·4	110·8	110·7	105·9	113·5	118·7	108·8
July 1, 1952	112·1	133·1	127·0	107·8	107·9	114·9	113·5	107·5	116·2	123·3	95·5
Aug. 1, 1952	114·1	149·5	132·4	107·7	104·0	118·9	113·2	109·6	118·9	128·4	102·6
Sept. 1, 1952	115·2	149·5	133·2	109·9	110·8	116·2	114·6	109·6	117·5	130·5	112·6
Oct. 1, 1952	116·4	151·2	130·8	109·8	112·3	118·0	115·9	109·8	116·2	128·0	115·1
Nov. 1, 1952	116·2	150·0	127·3	107·5	106·9	118·5	115·8	109·5	117·5	128·3	114·4
Dec. 1, 1952	116·1	144·6	126·8	106·0	109·2	118·7	115·9	110·3	117·9	128·5	112·0
Jan. 1, 1953	113·0	132·4	116·7	99·3	107·8	113·8	114·5	106·7	113·5	125·7	106·4
Feb. 1, 1953	110·3	125·3	110·8	101·0	100·6	110·6	113·1	104·0	106·2	121·6	101·0
Mar. 1, 1953	110·0	117·8	103·7	97·9	98·6	109·7	112·9	102·5	105·7	122·7	102·1
Apr. 1, 1953	110·0	122·4	104·0	96·9	96·6	108·3	113·2	102·9	105·7	121·6	104·6
May 1, 1953	110·9	133·6	108·3	97·4	94·8	109·1	113·4	104·8	109·2	123·6	106·5
June 1, 1953	112·4	144·1	118·8	100·7	99·6	111·8	113·7	106·7	115·1	127·7	108·1
July 1, 1953	114·9	154·7	119·6	103·9	100·4	113·7	115·7	109·3	119·7	131·3	111·6
Aug. 1, 1953	115·6	156·6	124·6	104·2	105·4	114·0	115·4	110·5	123·3	135·2	114·2
Sept. 1, 1953	116·6	156·0	124·7	104·0	107·1	115·6	116·5	111·1	123·3	135·6	114·7
Oct. 1, 1953	116·9	157·4	119·8	104·7	102·2	116·2	117·1	110·5	123·9	135·0	114·6
Nov. 1, 1953	115·7	149·8	125·2	103·7	101·7	116·0	116·3	108·7	124·1	132·1	110·3
Percentage Distribution of Employees of Reporting Establishments at November 1, 1953	100·0	1·8	·2	3·4	2·3	28·7	42·2	5·0	2·5	5·1	8·8

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1947—Average	95·7	80·7	84·2	36.19	97·2	80·4	92·6	36.34
1948—Average	99·7	93·2	93·2	40.06	100·1	92·6	92·5	40.67
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	139·7	126·0	54.13	109·3	140·3	127·6	56.11
Jan. 1, 1952	109·4	128·0	117·4	50.42	104·4	123·2	117·9	51.82
Feb. 1, 1952	107·4	132·7	123·8	53.19	105·3	132·6	125·9	55.35
Mar. 1, 1952	107·6	134·7	125·6	53.95	106·5	135·0	126·7	55.72
Apr. 1, 1952	107·5	135·5	126·4	54.32	107·0	137·7	128·6	56.55
May 1, 1952	107·2	135·2	126·5	54.34	107·3	138·1	128·6	56.55
June 1, 1952	110·3	138·4	125·9	54.08	108·5	138·6	127·6	56.09
July 1, 1952	112·1	140·4	125·6	53.96	108·8	138·6	127·2	55.95
Aug. 1, 1952	114·1	142·7	125·4	53.89	110·3	139·9	126·7	55.70
Sept. 1, 1952	115·2	145·8	127·0	54.55	112·8	144·7	128·2	56.35
Oct. 1, 1952	116·4	148·9	128·3	55.12	114·2	148·3	129·8	57.09
Nov. 1, 1952	116·2	150·1	129·5	55.65	113·6	149·1	131·1	57.65
Dec. 1, 1952	116·1	151·3	130·6	56.12	113·5	151·0	133·0	58.46
Jan. 1, 1953	113·0	141·6	125·3	53.81	111·4	139·1	124·9	54.92
Feb. 1, 1953	110·3	145·6	132·0	56.72	111·9	149·7	133·8	58.82
Mar. 1, 1953	110·0	147·0	133·6	57.40	112·7	151·9	134·8	59.25
Apr. 1, 1953	110·0	146·7	133·4	57.33	112·9	152·6	135·2	59.43
May 1, 1953	110·9	148·2	133·9	57.52	113·1	152·9	135·2	59.43
June 1, 1953	112·4	151·5	134·4	57.72	113·4	154·0	135·2	59.43
July 1, 1953	114·9	154·5	134·0	57.57	114·7	155·0	134·5	59.16
Aug. 1, 1953	115·6	155·3	133·9	57.52	114·4	153·9	134·0	58.93
Sept. 1, 1953	116·6	157·0	134·1	57.61	115·6	155·4	133·8	58.83
Oct. 1, 1953	116·9	158·7	135·3	58.11	115·2	157·1	135·8	59.69
Nov. 1, 1953	115·7	157·2	135·3	58.14	113·0	154·8	136·3	59.95

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industries	Index Numbers (1949 = 100)						Average Weekly Wages and Salaries in Dollars		
	EMPLOYMENT			PAYROLLS					
	Nov. 1 1953	Oct. 1 1953	Nov. 1 1952	Nov. 1 1953	Oct. 1 1953	Nov. 1 1952	Nov. 1 1953	Oct. 1 1953	Nov. 1 1952
(a) PROVINCES									
Newfoundland	149·8	157·4	150·0	226·4	247·9	212·5	56.71	59.10	53.15
Prince Edward Island	125·2	119·8	127·3	161·0	158·4	158·8	43.35	44.53	42.44
Nova Scotia	103·7	104·7	107·5	132·5	136·0	132·9	47.76	48.58	46.49
New Brunswick	101·7	102·2	106·9	131·5	132·7	130·1	48.90	49.12	46.61
Quebec	116·0	116·2	118·5	156·1	155·7	151·8	55.30	55.08	52.92
Ontario	116·3	117·1	115·8	158·5	159·4	150·8	60.34	60.26	58.00
Manitoba	108·7	110·5	109·5	141·7	144·5	134·5	55.49	55.69	52.43
Saskatchewan	124·1	123·9	117·5	168·3	168·3	145·7	56.27	56.30	51.52
Alberta	132·1	135·0	128·3	179·5	182·7	164·4	60.38	60.13	57.02
British Columbia	110·3	114·6	114·4	156·3	161·5	155·0	64.70	64.34	61.93
CANADA	**115·7**	**116·9**	**116·2**	**157·2**	**158·7**	**150·1**	**58.14**	**58.11**	**55.65**
(b) METROPOLITAN AREAS									
St. John's	118·2	122·1	119·2	157·3	161·3	147·8	42.85	42.52	39.79
Sydney	97·6	100·6	106·2	124·6	133·5	131·4	59.89	62.28	58.05
Halifax	118·3	118·2	122·1	151·0	151·0	152·6	45.41	45.49	44.40
Saint John	102·5	100·9	100·7	130·4	129·6	122·1	45.64	46.07	43.56
Quebec	113·3	114·7	112·3	151·6	154·4	143·6	47.49	47.75	45.78
Sherbrooke	103·0	103·1	108·1	136·0	132·7	141·3	47.60	46.44	46.92
Three Rivers	103·4	103·7	106·3	136·7	136·2	132·4	54.33	53.98	51.25
Drummondville	83·2	84·6	89·7	107·7	112·1	116·2	50.28	51.48	50.41
Montreal	114·9	114·8	115·1	155·7	154·9	148·1	56.58	56.37	53.97
Ottawa—Hull	110·0	110·2	111·1	147·4	146·8	141·2	52.62	52.33	49.85
Peterborough	101·8	100·9	97·8	142·5	139·7	128·9	62.71	61.99	58.99
Oshawa	154·5	160·9	151·3	192·8	207·6	196·1	63.56	65.70	66.08
Niagara Falls	170·5	181·4	166·7	253·8	266·7	240·8	67.85	67.04	65.73
St. Catharines	118·1	120·5	128·3	159·8	162·4	172·2	66.64	66.35	66.32
Toronto	122·7	121·5	118·0	169·7	168·8	155·1	61.21	61.51	58.57
Hamilton	111·1	112·2	112·4	148·3	149·3	146·3	61.94	61.72	60.76
Brantford	79·8	83·1	97·2	102·8	105·7	126·8	56.51	55.78	57.07
Galt	109·1	108·6	109·7	151·4	148·5	147·9	54.52	53.76	52.83
Kitchener	111·3	111·8	109·1	154·0	154·9	145·9	56.27	56.32	54.35
Sudbury	139·4	139·2	132·5	185·1	185·8	173·6	71.10	71.43	70.06
London	114·9	115·4	115·6	157·6	157·7	151·9	55.69	55.48	53.40
Sarnia	122·2	124·5	132·0	187·0	189·2	183·5	74.52	73.99	67.87
Windsor	104·4	109·4	107·5	137·7	144·7	132·5	66.46	66.62	62.52
Sault Ste. Marie	135·7	139·8	139·8	179·4	183·4	178·3	67.39	66.88	65.15
Ft. William-Pt. Arthur	121·5	124·8	120·4	161·8	164·7	155·6	59.99	59.47	58.49
Winnipeg	104·7	105·9	107·4	138·4	140·3	137·6	52.46	52.58	50.08
Regina	117·4	117·5	117·6	157·6	156·3	148·8	51.36	50.86	48.82
Saskatoon	126·9	122·4	118·8	173·9	169·5	150·5	51.15	51.67	47.45
Edmonton	149·5	151·0	144·4	213·7	219·1	194·8	58.24	59.12	55.03
Calgary	133·8	133·9	126·6	181·5	182·3	162·9	57.11	57.35	53.84
Vancouver	103·3	104·3	103·6	141·6	143·4	135·5	60.08	60.27	57.36
Victoria	109·5	110·1	109·8	150·5	151·1	143·7	57.18	57.08	55.15
(c) INDUSTRIES									
Forestry (chiefly logging)	122·0	110·7	136·2	174·4	152·8	193·0	57.07	55.08	56.88
Mining	107·9	108·8	118·3	147·7	148·7	155·7	70.29	70.23	68.14
Manufacturing	113·0	115·2	113·6	154·8	157·1	149·1	59.95	59.69	57.66
Durable Goods [1]	122·1	123·9	121·6	168 3	170 5	160·7	64.73	64.65	62.34
Non-Durable Goods	105·1	107·7	106·6	141·2	143·7	137·4	55.15	54.77	52.99
Construction	131·7	135·8	137·2	198·1	207·7	188·2	62.29	63.32	58.66
Transportation,storage,communication	114·1	116·0	112·5	147·2	149·6	134·6	61.92	61.93	57.70
Public utility operation	114·1	115·5	110·0	156·9	159·4	146·4	65.73	65.98	63.93
Trade	116·4	114·2	114·6	153·9	151·4	144·0	48.91	49.03	46.58
Finance, insurance and real estate	123·7	123·6	123·2	153·6	152·5	145·0	52.43	52.09	49.85
Service [2]	109·5	112·3	107·6	143·5	145·3	129·0	37.87	37.38	35.23
Industrial composite	115·7	116·9	116·2	157·2	158·7	150·1	58.14	58.11	55.65

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44.7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42.8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41·6	139·8	58.16	41·3	117·4	48.49
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
Apr. 1, 1952	42·1	129·0	54.31	42·3	139·6	59.05	41·8	116·9	48.86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49.00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48.90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48.57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57.29	41·1	117·5	48.29
Sept. 1, 1952	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·8	59.84	42·0	117·0	49.14
Nov. 1, 1952	42·1	131·0	55.15	42·1	142·6	60.03	42·1	118·4	49.85
Dec. 1, 1952	42·5	132·1	56.14	42·6	143·6	61.17	42·2	119·3	50.34
*Jan. 1, 1953	38·3	134·0	51.32	38·5	144·5	55.63	38·2	121·8	46.53
Feb. 1, 1953	41·9	134·2	56.23	41·9	145·7	61.05	41·8	120·8	50.49
Mar. 1, 1953	42·1	134·4	56.58	42·4	146·3	62.03	41·7	120·7	50.33
Apr. 1, 1953	42·1	134·9	56.79	42·3	146·7	62.05	41·8	121·3	50.70
May 1, 1953	41·8	135·5	56.64	42·2	146·8	61.95	41·5	122·4	50.80
June 1, 1953	41·7	135·9	56.67	42·1	146·8	61.80	41·3	123·1	50.84
July 1, 1953	41·3	136·2	56.25	41·9	147·0	61.59	40.8	123·5	50.39
Aug. 1, 1953	41·0	136·0	55.76	41·4	147·1	60.90	40.6	123·4	50.10
Sept. 1, 1953	41·0	135·7	55.64	41·3	147·3	60.83	40·8	123·0	50.18
Oct. 1, 1953	41·5	136·6	56.69	41·9	148·5	62.22	41·1	123·7	50.84
Nov. 1, 1953	41·4	137·4	56.88	41·8	148·7	62.16	41·0	124·8	51.17

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1953	Oct. 1, 1953	Nov. 1, 1952	Nov. 1, 1953	Oct. 1, 1953	Nov. 1, 1952
Newfoundland	42·3	41·9	42·8	135·0	136·1	123·0
Nova Scotia	41·3	41·3	41·1	119·8	122·4	113·4
New Brunswick	41·5	42·8	43·0	121·9	120·1	113·7
Quebec	42·8	43·0	44·1	124·1	123·2	116·9
Ontario	41·0	41·1	41·5	144·5	143·6	139·2
Manitoba	40·1	40·6	41·1	132·8	132·9	124·8
Saskatchewan	40·5	40·7	41·1	141·5	141·5	132·9
Alberta	40·9	39·4	40·9	142·4	141·4	133·0
British Columbia	38·4	38·3	38·5	165·5	164·0	159·8
Montreal	41·9	42·2	42·7	130·1	129·1	123·0
Toronto	41·1	41·1	41·6	144·7	144·8	138·2
Hamilton	39·8	39·7	40·3	156·3	155·3	153·7
Windsor	39·9	39·7	37·1	166·8	165·9	162·8
Winnipeg	39·9	40·5	40·8	131·3	131·5	123·0
Vancouver	38·2	38·4	38·0	163·9	163·5	156·1

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov.1 1953	Oct. 1 1953	Nov.1 1952	Nov.1 1953	Oct. 1 1953	Nov.1 1952	Nov.1 1953	Oct. 1 1953	Nov.1 1952
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	**43·0**	**43·2**	**43·5**	**155·8**	**154·8**	**150·4**	**66.99**	**66.87**	**65.42**
Metal mining	44·0	44·6	45·0	160·0	159·1	151·4	70.40	70.96	68.13
Gold	46·2	46·1	46·4	132·2	132·2	130·6	61.08	60.94	60.60
Other metal	43·0	43·8	44·1	174·4	172·8	165·0	74.99	75.69	72.77
Fuels	40·9	40·2	40·5	155·3	154·5	155·3	63.52	62.11	62.90
Coal	39·9	39·1	39·6	151·8	150·3	153·8	60.57	58.77	60.90
Oil and natural gas	44·0	43·6	43·5	165·5	166·6	160·1	72.82	72.64	69.64
Non-metal	43·6	43·9	43·4	141·9	140·8	137·0	61.87	61.81	59.46
Manufacturing	**41·4**	**41·5**	**42·1**	**137·4**	**136·6**	**131·0**	**56.88**	**56.69**	**55.15**
Food and beverages	41·7	41·5	42·1	116·5	114·0	111·3	48.58	47.31	46.86
Meat products	40·5	40·1	41·0	148·9	148·1	143·7	60.30	59.39	58.92
Canned and preserved fruits and vegetables	39·0	41·9	37·7	93·1	94·3	91·7	36.31	39.51	34.57
Grain mill products	42·8	42·1	43·8	131·9	131·3	122·6	56.45	55.28	53.70
Bread and other bakery products	43·6	43·6	44·2	105·8	105·7	99·3	46.13	46.09	43.89
Distilled and malt liquors	40·9	42·2	42·2	150·4	146·2	138·3	61.51	61.70	58.36
Tobacco and tobacco products	40·4	40·5	40·7	136·2	136·0	126·0	55.02	55.08	51.28
Rubber products	40·6	41·7	42·2	141·9	141·6	137·4	57.61	59.05	57.98
Leather products	38·5	39·4	40·8	98·7	97·4	94·6	38.00	38.38	38.60
Boots and shoes (except rubber)	36·7	38·3	39·6	94·8	93·6	90·9	34.79	35.85	36.00
Textile products (except clothing)	40·9	40·8	43·2	108·0	107·9	105·8	44.17	44.02	45.71
Cotton yarn and broad woven goods	37·6	38·1	41·2	110·4	110·1	109·3	41.51	41.95	45.03
Woollen goods	42·6	41·6	44·2	102·8	102·7	99·9	43.79	42.72	44.16
Synthetic textiles and silk	44·1	43·8	45·8	111·9	111·3	106·8	49.35	48.75	48.91
Clothing (textile and fur)	38·2	38·9	39·9	96·8	97·1	92·7	36.98	37.77	36.99
Men's clothing	37·7	39·0	40·1	95·4	95·0	91·5	35.97	37.05	36.69
Women's clothing	35·2	36·3	36·3	100·7	103·4	95·9	35.45	37.53	34.81
Knit goods	40·9	40·8	41·9	97·2	96·5	93·5	39.75	39.37	39.18
*Wood products	42·7	42·5	43·0	122·9	122·9	119·1	52.48	52.23	51.21
Saw and planing mills	41·7	41·8	42·1	131·2	130·5	127·9	54.71	54.55	53.85
Furniture	44·3	44·2	44·5	112·1	111·8	106·5	49.66	49.42	47.39
Other wood products	43·8	43·2	44·1	107·6	107·4	102·7	47.13	46.40	45.29
Paper products	43·5	43·7	44·9	153·5	153·1	142·8	66.77	66.90	64.12
Pulp and paper mills	43·8	44·0	45·5	164·7	163·6	151·8	72.14	71.98	69.07
Other paper products	42·7	42·8	43·0	121·4	122·2	114·5	51.84	52.30	49.24
Printing, publishing and allied industries	40·0	39·9	40·2	160·5	159·3	151·2	64.20	63.56	60.78
*Iron and steel products	41·7	42·0	42·3	154·7	154·6	147·6	64.51	64.93	62.43
Agricultural implements	37·3	38·4	38·0	158·8	159·4	155·9	59.23	61.21	59.24
Fabricated and structural steel	42·1	42·6	43·0	164·2	163·5	157·1	69.13	69.65	67.55
Hardware and tools	42·4	42·1	43·2	141·2	139·5	133·7	59.87	58.73	57.76
Heating and cooking appliances	41·8	42·0	44·2	133·8	132·6	129·0	55.93	55.69	57.02
Iron castings	42·7	42·8	43·3	153·8	154·0	146·8	65.67	65.91	63.56
Machinery manufacturing	43·2	42·9	43·4	149·4	147·8	138·6	64.54	63.41	60.15
Primary iron and steel	40·4	40·9	41·2	170·7	170·6	162·9	68.96	69.78	67.11
Sheet metal products	41·2	42·4	41·5	144·9	147·5	138·5	59.70	62.54	57.48
*Transportation equipment	41·2	41·3	41·2	157·6	157·9	151·1	64.93	65.21	62.25
Aircraft and parts	43·3	43·7	46·3	159·6	161·1	157·4	69.11	70.40	72.88
Motor vehicles	39·3	40·0	37·6	169·3	169·9	166·9	66.53	67.96	62.75
Motor vehicle parts and accessories	39·9	39·8	40·9	158·2	157·9	155·2	63.12	62.84	63.48
Railroad and rolling stock equipment	39·3	40·2	39.5	157·6	157·7	141·5	61.94	63.40	55.89
Shipbuilding and repairing	44·0	42·7	42·4	146·4	145·1	141·5	64.42	61.96	60.00
*Non-ferrous metal products	41·4	41·5	42·0	156·4	155·8	150·0	64.75	64.66	63.00
Aluminum products	41·5	41·6	42·6	145·0	142·4	139·1	60.18	59.24	59.26
Brass and copper products	42·7	42·9	42·9	147·1	146·5	138·0	62.81	62.85	59.20
Smelting and refining	41·0	41·3	41·3	170·7	170·2	165·2	69.99	70.29	68.23
*Electrical apparatus and supplies	41·7	41·3	41·9	145·4	144·5	141·5	60.63	59.68	59.29
Heavy electrical machinery and equipment	41·5	41·5	41·6	160·6	158·9	158·2	66.65	65.94	65.81
*Non-metallic mineral products	44·0	44·1	44·6	137·1	136·9	130·3	60.32	60.37	58.11
Clay products	45·6	45·2	45·2	126·3	125·5	121·0	57.59	56.73	54.69
Glass and glass products	44·5	43·9	45·9	133·1	133·6	127·2	59.23	58.65	58.38
Products of petroleum and coal	42·8	41·4	41·4	185·4	183·7	178·6	79.35	76.05	73.94
Chemical products	42·0	41·9	42·1	139·8	140·2	133·9	58.72	58.74	56.37
Medicinal and pharmaceutical preparations	42·3	41·9	41·8	114·8	117·0	107·7	48.56	49.02	45.02
Acids, alkalis and salts	41·8	42·6	41·9	159·1	160·3	153·2	66.50	68.29	64.19
Miscellaneous manufacturing industries	42·0	41·7	42·0	111·9	111·7	104·7	47.00	46.58	43.97
*Durable goods	41·8	41·9	42·1	148·7	148·5	142·6	62.16	62.22	60.03
Non-durable goods	41·0	41·1	42·1	124·8	123·7	118·4	51.17	50.84	49.85
Construction	42·3	43·4	42·9r	146·7	146·6	136·3r	62.05	63.62	58.47r
Buildings and structures	41·3	42·6	42·0	160·6	160·7	148·2	66.33	68.46	62.24
Highways, bridges and streets	41·6	42·2	42·8r	116·0	114·7	108·9r	48.26	48.40	46.61r
Electric and motor transportation	45·3	45·5	45·5	136·3	137·3	131·7	61.74	62.47	59.92
Service	41·5	41·5	42·4	80·7	79·7	75·8	33.49	33.08	32.14
Hotels and restaurants	41·8	42·0	43·1	80·9	79·7	75·1	33.82	33.47	32.37
Laundries and dry cleaning plants	41·6	41·2	41·6	76·4	75·9	73·7	31.78	31.27	30.66

* Durable manufactured goods industries.

r—Revised.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.74	73·7	75·0	98·3
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Week Preceding:						
November 1, 1952	42·1	131·0	55.15	132·2	116·1	113·9
December 1, 1952	42·5	132·1	56.14	134·6	115·8	116·1
January 1, 1953	42·2*	134·0	56.55	135·6	115·7	117·2
February 1, 1953	41·9	134·2	56.23	134·8	115·5	116·7
March 1, 1953	42·1	134·4	56.58	135·7	114·8	118·2
April 1, 1953	42·1	134·9	56.79	136·2	114·6	118·8
May 1, 1953	41·8	135·5	56.64	135·8	114·4	118·7
June 1, 1953	41·7	135·9	56.67	135·9	114·9	118·3
July 1, 1953	41·3	136·9	56.25	134·9	115·4	116·9
August 1, 1953	41·0	136·0	55.76	133·7	115·7	115·6
September 1, 1953	41·0	135·7	55.64	133·4	116·2	114·8
October 1, 1953	41·5	136·6	56.69	135·9	116·7	116·5
November 1, 1953 (1)	41·4	137·4	56.88	136·4	116·2	117·4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are : January 1, 1953, 38·3 hours, $51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1948	23,515	17,151	40,666	111,304	31,108	142,412
January 1, 1949	11,996	13,063	25,059	150,474	36,185	186,659
January 1, 1950	7,971	9,748	17,719	218,769	55,188	273,957
January 1, 1951	24,402	9,968	34,370	173,186	53,691	226,877
January 1, 1952	21,192	8,218	29,410	216,839	73,400	290,239
January 1, 1953	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953	19,382	17,772	37,154	111,524	52,357	163,881
September 1, 1953	24,203	20,321	44,524	113,191	48,634	161,825
October 1, 1953	24,025	17,806	41,831	117,827	53,453	171,280
November 1, 1953	15,282	13,058	28,340	144,520	60,997	205,517
December 1, 1953 (1)	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954 (1)	9,138	9,121	18,259	354,965	84,306	439,271

*—Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1953, [1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from Oct. 31, 1953	Change from Nov. 29, 1952
Agriculture, Fishing, Trapping	**249**	**139**	**388**	**— 277**	**— 130**
Forestry	**623**	**6**	**629**	**— 1,553**	**— 1,173**
Mining, Quarrying and Oil Wells	**363**	**13**	**376**	**— 124**	**— 39**
Metal Mining	109	4	113	— 69	
Fuels	203	3	206	— 43	
Non-Metal Mining	27	.....	27	— 4	
Quarrying, Clay and Sand Pits	.....	.....	.....	— 13	
Prospecting	24	6	30	+ 5	
Manufacturing	**2,758**	**1,720**	**4,478**	**— 1,308**	**— 3,168**
Foods and Beverages	167	142	309	— 135	
Tobacco and Tobacco Products	15	22	37	+ 27	
Rubber Products	38	17	55	— 30	
Leather Products	55	105	160	— 168	
Textile Products (except clothing)	69	168	237	— 17	
Clothing (textile and fur)	181	645	826	— 189	
Wood Products	215	56	271	— 67	
Paper Products	114	43	157	— 56	
Printing, Publishing and Allied Industries	159	63	222	— 106	
Iron and Steel Products	371	75	446	— 119	
Transportation Equipment	503	70	573	— 316	
Non-Ferrous Metal Products	166	49	215	— 13	
Electrical Apparatus and Supplies	382	108	490	+ 170	
Non-Metallic Mineral Products	57	24	81	— 28	
Products of Petroleum and Coal	22	4	26	— 5	
Chemical Products	141	61	202	— 173	
Miscellaneous Manufacturing Industries	103	68	171	— 83	
Construction	**1,171**	**52**	**1,223**	**— 1,115**	**— 435**
General Contractors	761	34	795	— 778	
Special Trade Contractors	410	18	428	— 337	
Transportation, Storage and Communication	**656**	**169**	**825**	**+ 53**	
Transportation	432	57	489	— 40	See Footnote [2]
Storage	18	8	26	— 40	
Communication	206	104	310	+ 133	
Public Utility Operation	**68**	**23**	**91**	**— 40**	
Trade	**1,783**	**2,613**	**4,396**	**— 232**	**— 1,353**
Wholesale	504	397	901	— 232	
Retail	1,279	2,216	3,495	0	
Finance, Insurance and Real Estate	**811**	**510**	**1,321**	**— 100**	**— 37**
Service	**7,801**	**5,850**	**13,651**	**+ 4,409**	**— 1,055**
Community or Public Service	189	829	1,018	— 214	
Government Service	6,910	1,049	7,959	+ 6,155	
Recreation Service	101	63	164	— 87	
Business Service	307	232	539	— 132	
Personal Service	294	3,677	3,971	— 1,313	
GRAND TOTAL	**16,283**	**11,095**	**27,378**	**— 287**	**— 8,011**

[1] Current vacancies only. Deferred vacancies are excluded.

Note—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT DECEMBER 3, 1953 (1)

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies[2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,070	572	1,642	4,450	1,056	5,506
Clerical workers	7,319	3,536	10,855	11,882	17,826	29,708
Sales workers	1,517	1,850	3,367	4,027	7,659	11,686
Personal and domestic service workers	549	4,250	4,799	22,831	13,751	36,582
Seamen	3	.....	3	885	.....	885
Agriculture and fishing	217	7	224	2,496	735	3,231
Skilled and semiskilled workers	3,632	1,146	4,778	104,537	19,302	123,839
Food and kindred products (inc. tobacco)	42	5	47	1,218	365	1,583
Textiles, clothing, etc.	126	782	908	4,863	13,706	18,569
Lumber and wood products	510	1	511	11,971	212	12,183
Pulp, paper (inc. printing)	54	15	69	698	349	1,047
Leather and leather products	35	75	110	1,200	1,106	2,306
Stone, clay and glass products	7	2	9	277	79	356
Metalworking	523	17	540	12,121	703	12,824
Electrical	173	74	247	1,264	395	1,659
Transportation equipment	2	8	10	836	49	885
Mining	160	.....	160	1,706	.....	1,706
Construction	616	.....	616	28,139	8	28,147
Transportation (except seamen)	361	11	372	17,420	78	17,498
Communications and public utility	36	.....	36	462	7	469
Trade and service	120	104	224	2,739	1,245	3,984
Other skilled and semiskilled	735	46	781	14,565	735	15,300
Foremen	26	5	31	2,217	248	2,465
Apprentices	106	1	107	2,841	17	2,858
Unskilled workers	1,139	507	1,646	89,986	14,184	104,170
Food and tobacco	49	102	151	2,923	3,785	6,708
Lumber and lumber products	94	4	98	10,293	377	10,670
Metalworking	46	30	76	7,787	455	8,242
Construction	310	.....	310	36 723	2	36,725
Other unskilled workers	640	731	1,011	32,260	9,565	41,825
Grand Total	**15,446**	**11,868**	**27,314**	**241,094**	**75,513**	**315,607**

(1) Preliminary—subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES NOVEMBER, 1953—LIVE APPLICATIONS AT DECEMBER 31, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Dec. 31 1953
								Placements				
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Regular	Casual	Transfers out	Unplaced end of period	
Newfoundland	**279**	**234**	**199**	**31**	**3,773**	**4,904**	**191**	**107**	**23**	**21**	**7,163**	**12,391**
Corner Brook	119	59	15	13	696	883	42	20	14	.....	1,281	2,421
Grand Falls	3	14	4	.....	323	495	23	10	.....	9	754	1,115
St. John's	157	161	180	18	2,754	3,526	126	77	9	12	5,128	9,455
Prince Edward Island	**104**	**828**	**159**	.....	**1,004**	**1,844**	**1,054**	**265**	**434**	**112**	**1,555**	**2,861**
Charlottetown	78	590	136	.....	682	1,112	594	213	256	48	914	1,756
Summerside	26	248	23	.....	322	732	460	52	178	64	641	1,105
Nova Scotia	**1,508**	**2,623**	**1,423**	**17**	**11,821**	**10,971**	**3,766**	**1,815**	**556**	**47**	**15,959**	**18,689**
Amherst	1	107	.....	1	330	380	120	88	19	7	504	783
Bridgewater	37	42	27	.....	452	444	36	21	9	.....	668	1,087
Halifax	1,263	1,601	1,160	16	3,287	3,680	2,602	1,176	322	13	3,829	3,590
Inverness	3	9	.....	.....	208	170	10	11	.....	1	340	571
Kentville	76	77	68	.....	771	829	129	51	2	2	1,292	2,015
Liverpool	13	33	6	.....	309	221	39	22	2	12	420	536
New Glasgow	45	268	67	.....	1,471	1,614	292	200	31	5	2,305	2,788
Springhill	1	24	6	.....	709	352	22	18	1	3	710	762
Sydney	43	340	58	.....	2,773	1,774	377	143	157	.....	3,483	3,506
Truro	16	62	16	.....	645	676	73	34	13	.....	925	1,240
Yarmouth—Shelburne	10	60	15	.....	866	831	66	51	.....	4	1,483	1,811
New Brunswick	**1,084**	**2,249**	**926**	**186**	**11,412**	**10,368**	**2,492**	**1,380**	**335**	**23**	**16,024**	**23,025**
Bathurst	13	71	11	1	783	991	73	59	6	3	1,508	2,960
Campbellton	30	108	36	3	720	580	91	62	9	1	912	1,400
Edmundston	6	105	23	.....	427	1,086	360	73	3	11	1,193	1,796
Fredericton	98	260	125	1	1,800	747	236	143	39	.....	2,088	1,726
Minto	30	92	35	.....	602	587	114	79	7	1	724	1,038
Moncton	587	774	352	171	2,451	2,508	696	412	190	3	3,248	5,233
Newcastle	1	86	5	.....	909	707	99	73	6	1	1,165	1,770
Saint John	296	632	307	10	2,599	1,696	701	401	64	2	3,047	3,552
St. Stephen	6	53	5	.....	551	769	68	47	1	.....	1,155	1,880
Sussex	2	35	12	.....	244	163	21	11	7	.....	307	460
Woodstock	15	33	15	.....	326	474	33	20	3	1	674	1,210
Quebec	**8,128**	**23,133**	**5,933**	**647**	**64,978**	**78,648**	**26,116**	**15,116**	**3,857**	**674**	**93,206**	**148,335**
Asbestos	93	163	93	26	298	420	119	79	23	.....	515	560
Beauharnois	5	42	18	.....	493	410	48	22	3	1	705	1,179
Buckingham	8	85	3	1	523	463	99	61	22	8	724	1,081
Causapscal	6	281	26	.....	393	834	294	260	.....	28	837	1,088

Chandler	70	75	2		300	591	19	15		4	770	1,596
Chicoutimi	116	282	182	17	753	1,395	324	117	19	33	1,466	1,632
Dolbeau	5	21	5		285	431	26	17			567	836
Drummondville	59	147	53		1,257	1,566	150	82	11	4	2,125	2,918
Farnham	27	110	16		512	372	128	113			524	782
Forestville	12	67		7	364	107	13	10			208	572
Gaspe	1	4	1		174	335	47	2		14	395	949
Granby	20	174	10	2	850	744	224	172	7	3	1,043	2,434
Hull	73	100	24	22	1,344	1,284	121	73	10	2	1,779	2,835
Joliette	578	301	162	22	1,794	1,609	791	468	9	2	1,836	2,597
Jonquiere	89	332	47	35	1,072	1,383	667	241	16	108	1,494	1,977
Lachute	7	68	17		382	408	61	44	3	1	558	766
La Malbaie	9	103	2	2	210	422	89	46	41		446	1,150
La Tuque	201	270	11	189	416	403	87	68	1		529	838
Levis	125	222	98	5	1,224	1,594	256	206	3	6	1,945	3,417
Louiseville	15	21	16		245	263	24	11		3	100	782
Maniwaki	6	75	6		116	312	78	67	3		304	781
Matane	595	141	119	100	344	563	65	42		3	672	1,355
Megantic	6	259	1	1	497	616	248	243			595	1,055
Mont-Laurier	1	13	3	3	254	181	9	1		4	354	678
Montmagny	12	31	11		623	541	55	13	10	8	824	1,880
Montreal	3,609	12,684	3,102	1	24,761	31,276	13,139	7,867	2,681	215	33,556	50,901
New Richmond	20	76	10		275	503	108	81	2	11	609	1,212
Port Alfred	46	219	7	50	237	615	204	165	7	2	473	985
Quebec	613	1,673	448	2	5,594	7,279	2,359	794	515	9	8,624	12,530
Rimouski	36	57	10		618	1,040	66	49		6	1,397	2,580
Riviere du Loup	14	122	32		706	951	153	95		21	1,399	3,156
Roberval	64	36	23	13	227	409	131	27	2	34	460	745
Rouyn	25	190	70		1,005	839	226	102	10	7	1,485	2,093
Ste. Agathe	19	55	19	1	289	393	80	33	10		532	822
Ste. Anne de Bellevue	15	106	14		503	461	104	58	16	2	538	1,032
Ste. Therese	40	127	23	5	653	724	132	89	5	1	1,052	1,684
St. Georges Est	342	1,055	390		712	1,415	1,028	973		1	865	1,595
St. Hyacinthe	165	277	127	1	1,040	1,053	337	239	56	1	1,441	2,892
St. Jean	53	175	56	6	1,009	962	229	109	5	7	1,340	1,915
St. Jerome	64	188	46	6	948	912	194	161	10	8	1,264	2,716
St. Joseph d'Alma	249	210	16	37	595	902	271	247	11		960	1,964
Sept Iles	36	103	11	53	238	579	315	278	29		450	826
Shawinigan Falls	32	135	27	2	1,923	1,630	174	80	22	10	2,719	4,176
Sherbrooke	227	680	133	2	2,488	2,702	829	395	140	13	3,434	4,651
Sorel	23	121	14		922	854	144	61	33	2	1,318	2,149
Thetford Mines	22	116	29	2	576	752	136	98	1	8	890	1,367
Three Rivers	152	550	216		2,180	2,592	852	317	91	40	3,355	5,293
Val d'Or	40	114	28	1	758	716	126	62	7	27	1,029	1,473
Valleyfield	44	183	37	1	1,231	1,038	266	154	16	16	1,289	2,153
Victoriaville	36	194	83	2	934	774	198	106	7	1	1,112	1,926
Ontario	**10,942**	**37,714**	**9,429**	**308**	**70,275**	**96,417**	**33,124**	**16,526**	**5,463**	**569**	**97,236**	**125,761**
Arnprior	23	104	4	1	107	219	140	118	2	4	176	371
Barrie	122	307	88	8	509	852	401	225	30		667	1,010
Belleville	31	214	26	2	451	824	213	120	50	1	790	1,191
Bracebridge	52	61	28	1	277	419	82	66	2		560	944
Brampton	33	138	20	8	153	272	161	118	7		238	356
Brantford	87	275	82	3	2,766	2,082	357	178	10	29	3,202	3,316
Brockville	20	211	8	3	285	398	240	163	43	6	299	373
Carleton Place	3	35			116	187	48	32	1		260	618
Chatham	193	265	73		1,085	1,173	204	109	114		1,523	1,890
Cobourg	26	170	24		316	351	204	121	34		493	424

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES NOVEMBER, 1953—LIVE APPLICATIONS AT DECEMBER 31, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Dec. 31 1953
								Placements				
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Regular	Casual	Transfers out	Unplaced end of period	
Ontario—Con.												
Collingwood	25	98	11	2	284	368	99	80	10	.....	404	740
Cornwall	46	575	47	3	1,369	1,657	600	360	153	10	1 567	4,976
Fort Erie	15	73	13	18	254	218	115	44	.....	.....	289	365
Fort Frances	7	76	22	2	128	240	61	54	3	3	262	339
Fort William	87	483	195	27	738	1,238	382	249	53	14	1,251	2,194
Galt	168	145	98	4	464	853	260	113	14	2	787	924
Gananoque	12	46	7	.....	162	193	63	26	18	1	229	300
Goderich	38	76	32	3	171	273	114	48	7	3	288	533
Guelph	125	250	86	.....	499	877	315	148	29	.....	793	1,130
Hamilton	436	1,603	341	3	5,667	6,984	1,991	784	565	2	7,816	9,786
Hawkesbury	20	29	14	.....	251	289	27	22	2	1	421	789
Ingersoll	25	250	16	1	267	429	290	221	15	1	313	589
Kapuskasing	42	134	55	1	358	501	155	116	.....	.....	652	761
Kenora	22	42	31	1	158	361	30	26	.....	.....	425	508
Kingston	137	505	151	1	960	1,347	643	365	37	3	1,194	1,774
Kirkland Lake	46	79	24	.....	528	540	100	40	28	.....	743	1,162
Kitchener—Waterloo	169	377	135	.....	825	1,099	474	264	53	1	1,202	3,404
Leamington	34	108	33	.....	767	563	153	51	24	2	703	729
Lindsay	46	53	22	.....	378	317	50	18	16	.....	526	763
Listowel	32	22	14	.....	130	152	36	18	1	.....	177	372
London	756	1,633	1,069	6	1,871	4,020	1,958	690	321	15	2,931	4,717
Midland	35	156	19	1	416	565	165	127	19	1	608	1,289
Napanee	9	14	1	1	248	323	27	11	3	1	498	682
New Toronto	136	507	113	34	827	1,653	562	293	29	28	1,337	1,541
Niagara Falls	68	156	56	1	879	1,662	526	331	72	4	1,272	1,328
North Bay	32	407	35	.....	688	1,166	419	133	226	.....	1,114	1,501
Oakville	329	251	315	5	221	430	291	123	13	8	258	363
Orillia	38	185	6	.....	376	689	277	153	49	.....	656	1,124
Oshawa	103	393	87	.....	3,427	7,884	447	265	70	1	8,224	3,163
Ottawa	1,924	1,653	1,865	.....	2,370	3,238	2,447	876	296	19	2,811	3,441
Owen Sound	76	179	70	.....	561	810	286	130	21	.....	833	2,353
Parry Sound	4	74	.....	.....	147	288	73	61	1	2	303	508
Pembroke	75	400	59	10	628	1,174	414	237	107	.....	774	1,093
Perth	23	65	22	4	211	281	66	43	7	3	361	682
Peterborough	63	283	33	22	1,302	1,385	378	235	15	.....	1,675	1,901
Picton	13	31	17	.....	148	258	43	26	.....	.....	306	509
Port Arthur	110	427	100	11	1,056	1,956	406	265	87	17	1,923	2,895
Port Colborne	20	43	22	1	296	381	44	20	2	1	507	811
Prescott	12	134	29	6	390	461	124	88	11	3	599	818
Renfrew	27	81	6	.....	219	253	81	58	11	1	351	648
St. Catharines	93	431	66	2	1,688	4,327	598	304	59	9	3,881	2,906
St. Thomas	73	153	63	.....	346	491	215	64	36	.....	415	677

Sarnia	67	217	38	4	666	1,215	376	113	68	3	1,291	1,812
Sault Ste. Marie	112	350	67	6	724	1,544	497	245	90	.....	1,477	2,609
Simcoe	29	237	53	6	558	638	301	143	25	.....	778	1,015
Sioux Lookout	24	41	13	.....	100	155	40	16	11	.....	159	210
Smiths Falls	18	74	8	1	390	244	79	48	26	.....	366	475
Stratford	19	154	20	.....	399	517	261	99	33	3	560	835
Sturgeon Falls	8	82	5	5	444	509	131	63	12	1	736	1,043
Sudbury	132	563	115	5	1,059	1,806	783	383	115	3	1,569	2,719
Timmins	62	114	30	.....	996	866	176	75	13	5	1,378	2,091
Toronto	3,854	8,586	3,019	17	13,879	22,050	9,390	4,600	1,788	263	18,202	23,626
Trenton	39	142	36	.....	583	800	174	122	7	.....	899	1,075
Walkerton	35	67	14	.....	558	326	118	59	1	1	628	553
Wallaceburg	8	205	1	.....	229	605	231	82	121	.....	537	666
Welland	22	237	14	.....	1,141	1,293	319	145	89	2	1,726	2,473
Weston	186	407	90	67	402	946	449	376	.....	20	600	734
Windsor	125	1,401	116	1	9,110	3,528	1,766	1,019	239	69	6,090	5,635
Woodstock	61	137	37	.....	269	404	135	103	19	3	353	609
Manitoba	**2,025**	**6,418**	**3,611**	**12**	**11,415**	**16,076**	**7,156**	**1,820**	**1,819**	**18**	**16,378**	**20,627**
Brandon	219	370	250	2	545	941	327	215	27	1	757	1,274
Dauphin	13	129	12	1	313	777	136	89	27	4	674	959
Flin Flon	63	58	26	3	291	321	61	39	16	.....	242	243
Portage la Prairie	52	129	55	1	298	561	129	100	9	1	557	880
The Pas	11	29	10	2	49	111	18	13	3	.....	111	159
Winnipeg	1,667	5,703	3,258	3	9,919	13,365	6,485	1,364	1,728	12	14,037	17,142
Saskatchewan	**1,158**	**3,002**	**873**	**41**	**4,035**	**8,522**	**3,221**	**1,725**	**700**	**45**	**7,071**	**11,247**
Estevan	28	67	22	1	52	189	74	53	2	2	129	253
Moose Jaw	143	363	114	12	391	965	395	232	45	3	762	1,142
North Battleford	50	68	39	3	215	427	64	47	1	.....	525	1,006
Prince Albert	45	130	35	.....	488	819	158	97	23	1	889	1,354
Regina	371	1,226	294	8	929	2,292	1,303	627	460	24	1,344	2,554
Saskatoon	251	756	173	1	1,462	2,543	802	419	478	12	2,357	2,689
Swift Current	93	120	51	1	105	317	148	120	11	.....	232	599
Weyburn	64	79	50	13	87	261	82	47	1	1	187	320
Yorkton	113	193	95	2	306	709	195	83	36	2	646	1,339
Alberta	**2,003**	**5,918**	**1,522**	**539**	**8,870**	**16,126**	**6,713**	**3,129**	**1,191**	**90**	**13,831**	**19,302**
Blairmore	34	21	16	3	132	104	29	28	.....	.....	183	282
Calgary	454	1,785	418	1	3,185	5,614	2,268	946	428	22	4,467	5,912
Drumheller	63	126	30	21	133	197	134	130	.....	.....	139	218
Edmonton	975	3,258	749	493	3,982	7,810	3,611	1,557	689	55	6,571	8,728
Edson	49	164	63	14	97	383	123	106	.....	.....	178	214
Lethbridge	248	347	155	4	736	1,299	320	211	51	12	1,241	2,344
Medicine Hat	86	117	38	2	359	523	133	99	10	.....	591	956
Red Deer	88	98	48	1	195	435	95	52	10	1	383	555
Yellowknife	6	2	5		51	61					78	83

TABLE D-4. ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES NOVEMBER, 1953– LIVE APPLICATIONS AT DECEMBER 31, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 (2) Live Applications at Dec. 31 1953
								Placements				
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Regular	Casual	Transfers out	Unplaced end of period	
British Columbia	**1,677**	**8,366**	**4,045**	**66**	**29,004**	**36,854**	**7,049**	**3,593**	**1,104**	**42**	**43,752**	**56,233**
Chilliwack	44	160	30	.....	532	780	232	121	41	.....	933	1,677
Courtenay	11	115	36	9	582	656	99	61	13	.....	937	1,769
Cranbrook	15	30	4	.....	280	453	46	39	.....	.....	570	1,018
Dawson Creek	9	102	6	2	77	220	107	86	9	.....	171	331
Duncan	38	171	27	3	297	461	168	132	14	1	353	1,087
Kamloops	85	140	55	6	269	491	142	104	16	.....	486	859
Kelowna	13	49	11	.....	258	784	44	32	6	.....	868	1,247
Mission City	20	92	34	.....	405	930	84	76	.....	.....	845	1,475
Nanaimo	19	154	28	3	758	729	136	108	17	.....	988	2,259
Nelson	15	67	4	.....	549	675	73	61	4	1	1,015	1,413
New Westminster	92	677	284	5	3,700	3,636	621	356	82	2	4,830	6,016
Penticton	7	69	1	.....	261	778	80	52	13	5	858	1,434
Port Alberni	39	124	8	.....	270	493	127	88	16	1	478	813
Prince George	46	94	30	1	1,298	1,168	207	93	4	6	1,915	2,042
Prince Rupert	12	239	15	2	723	934	226	78	143	.....	1,162	1,323
Princeton	5	34	2	.....	65	148	40	36	.....	.....	148	267
Trail	22	66	13	1	546	601	93	50	6	1	831	1,173
Vancouver	838	5,082	3,146	9	15,180	19,094	3,479	1,417	543	17	22,293	24,571
Vernon	18	65	14	.....	434	839	83	60	2	.....	978	1,646
Victoria	207	731	180	3	2,398	2,616	872	474	175	8	2,785	3,531
Whitehorse	122	105	117	22	122	368	90	69	.....	.....	308	282
Canada	**28,908**	**80,495**	**28,120**	**1,847**	**216,587**	**280,970**	**90,909**	**45,476**	**15,473**	**1,641**	**312,172**	**439,271**
Males	15,933	49,186	16,454	1,754	152,465	208,143	53,340	29,003	7,823	1,544	236,148	354,965
Females	12,975	31,309	11,666	93	64,122	72,827	37,569	16,473	7,650	97	76,024	84,306

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1943—1953

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (11 months)	1,717,585	683,127	2,400,712	621,806	308,320	930,126

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of November, 1953			
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
					$
Newfoundland	2,864	1,290	53,035	(154)	177,451
Prince Edward Island	819	414	17,598	(68)	49,529
Nova Scotia	11,023	4,727	198,331	(2,235)	635,251
New Brunswick	8,954	4,121	153,020	(1,573)	482,860
Quebec	55,769	32,932	1,090,052	(13,849)	3,199,438
Ontario	57,913	28,048	1,087,679	(12,508)	3,354,462
Manitoba	8,101	4,586	146,276	(2,124)	423,615
Saskatchewan	2,522	1,650	43,090	(717)	127,859
Alberta	6,803	4,026	101,775	(1,381)	315,401
British Columbia	22,943	12,848	446,663	(5,192)	1,406,169
Total, Canada, November, 1953	177,711	94,642	3,337,519	(39,801)	10,172,035
Total, Canada, October, 1953	118,730	65,980	2,506,254	(34,380)	7,603,667
Total, Canada, November, 1952	112,319	68,034	2,158,920	( )	6,435,444

* Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT NOVEMBER 30, 1953, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES (*) INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register								Nov. 30, 1952 Total
	Total		6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over	
Newfoundland	6,384	(8)	2,785	615	1,021	954	470	539	2,990
Male	6,104	(7)	2,707	595	998	914	444	446	2,803
Female	280	(1)	78	20	23	40	26	93	187
Prince Edward Island	1,311	(5)	423	167	213	220	106	182	845
Male	1,033	(2)	375	144	165	162	83	104	668
Female	278	(3)	48	23	48	58	23	78	177
Nova Scotia	13,166	(101)	3,283	1,397	2,413	2,693	1,151	2,229	9,265
Male	11,718	(83)	2,986	1,269	2,176	2,406	982	1,899	8,130
Female	1,448	(18)	297	128	237	287	169	330	1,135
New Brunswick	12,827	(54)	3,615	1,794	2,476	2,503	1,109	1,330	10,110
Male	11,084	(44)	3,237	1,546	2,135	2,175	955	1,036	8,607
Female	1,743	(10)	378	248	341	328	154	294	1,503
Quebec	79,814	(662)	25,965	10,207	12,671	12,062	7,084	11,825	51,911
Male	60,166	(444)	21,522	7,989	10,062	8,952	4,700	6,941	39,613
Female	19,648	(218)	4,443	2,218	2,609	3,110	2,384	4,884	12,298
Ontario	66,226	(488)	22,473	8,018	10,626	11,064	5,060	8,985	45,122
Male	51,190	(353)	18,180	6,401	8,532	8,413	3,489	6,175	33,636
Female	15,036	(135)	4,293	1,617	2,094	2,651	1,571	2,810	11,486
Manitoba	11,399	(96)	4,237	1,432	1,809	1,691	788	1,442	8,593
Male	8,387	(57)	3,440	1,102	1,316	1,176	484	869	6,121
Female	3,012	(39)	797	330	493	515	304	573	2,472
Saskatchewan	4,779	(25)	2,013	723	875	538	206	424	2,989
Male	3,902	(17)	1,763	620	734	383	114	288	2,389
Female	877	(8)	250	103	141	155	92	136	600
Alberta	10,037	(54)	4,197	1,409	1,835	1,218	490	888	5,485
Male	8,222	(48)	3,665	1,207	1,544	868	289	649	4,316
Female	1,815	(6)	532	202	291	350	201	239	1,169
British Columbia	32,573	(172)	10,785	4,083	6,090	5,719	2,301	3,595	24,602
Male	26,217	(136)	8,881	3,359	5,018	4,647	1,674	2,638	19,047
Female	6,356	(36)	1,904	724	1,072	1,072	627	957	5,555
CANADA	238,516	(1,665)	79,776	29,845	40,029	38,662	18,765	31,439	161,912
MALE	188,023	(1,191)	66,756	24,232	32,680	30,096	13,214	21,045	125,330
FEMALE	50,493	(474)	13,020	5,613	7,349	8,566	5,551	10,394	36,582

* These data are shown in brackets and include short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES NOVEMBER, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	4,694	3,751	943	3,138	2,230	908	2,396
Prince Edward Island	821	569	252	717	555	162	256
Nova Scotia	8,253	5,065	3,188	7,800	6,563	1,237	2,331
New Brunswick	8,410	5,605	2,805	7,198	5,805	1,393	2,420
Quebec	58,499	36,380	22,119	49,972	42,284	7,688	18,646
Ontario	63,179	40,671	22,508	55,934	46,847	9,087	16,505
Manitoba	7,795	5,502	2,293	7,276	5,631	1,645	1,329
Saskatchewan	3,934	2,853	1,081	3,181	2,394	787	1,097
Alberta	9,827	6,613	3,214	7,960	6,266	1,694	3,178
British Columbia	23,469	14,673	8,796	21,789	17,233	4,556	5,908
Total Canada, November, 1953	188,881*	121,682	67,199	164,965†	135,808	29,157	54,066
Total Canada, October, 1953	123,177	74,126	49,051	113,471	91,893	21,578	30,150
Total Canada, November, 1952	123,418	78,606	44,812	107,882	85,910	21,972	35,330

* In addition, revised claims received numbered 15,518. † In addition, 14,566 revised claims were disposed of. Of these, 1,185 were special requests not granted, and 835 were appeals by claimants. There were 2,369 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of November, 1953	Month of October, 1953	Month of November, 1952
Benefit year not established	16,982	10,547	11,272
Claimants Disqualified*			
Not unemployed	2,797	2,912	3,473
Not capable of and not available for work	1,385	1,552	1,445
Loss of work due to a labour dispute	988	497	212
Refused offer of work and neglected opportunity to work	537	739	1,094
Discharged for misconduct	798	613	674
Voluntarily left employment without just cause	6,124	5,317	5,483
Failure to fulfill additional conditions imposed upon certain married women	1,222	1,317	975
Other reasons†	2,022	1,963	1,224
Total	32,855	25,457	25,852

* Data for November, 1953, include 3,698 on revised claims.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953—October	3,211,000	3,091,600	119,400
September	3,215,000	3,103,700	111,300
August	3,190,000	3,079,100	110,900
July	3,185,000	3,065,200	119,800
June	3,153,000	3,009,900	143,100
May	3,166,000	2,950,800	215,200
April	3,278,000	2,917,900	†360,100
March	3,280,000	2,916,800	†363,200
February	3,283,000	2,928,300	†354,700
January	3,286,000	3,007,400	†278,600
1952—December	3,241,000	3,079,100	161,900
November	3,186,000	3,074,500	111,500
October	3,171,000	3,078,400	92,600

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
† Includes supplementary benefit claimants.

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TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPT AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO DECEMBER 31, 1953

SOURCE: Unemployment Insurance Commission

Fiscal yead Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
TO 1948	441,772,355 96	87,948,417 69	15,449 49	35,485,221 38	565,221,444 52	117,486,505 31	.....	117,486,505 31	447,734,939 21
1949	98,581,559 98	20,924,013 71	3,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
1953	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	128,814,174 79	7,007,063 82	135,821,238 61	851,585,164 66
TO 1953	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	569,135,255 70	851,585,164 66
April	*13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	19,182,442 11	850,304,754 92
May	13,369,793 82	2,676,051 96	625 00	2,065,494 36	18,111,965 14	12,188,755 09	196,987 95	12,385,743 04	856,030,977 02
June	12,418,746 38	2,484,024 75	3,195 50	2,022,231 63	16,928,198 26	8,398,564 65	cr. 7,868 25	8,390,696 40	864,568,478 88
July	13,194,627 63	2,636,424 22	5,064 82	2,119,370 11	17,955,486 78	7,139,851 79	8,205 64	7,148,057 43	875,375,908 23
August	13,905,701 60	2,780,380 97	3,593 10	2,157,977 61	18,847,653 28	6,400,262 22	1,971 80	6,402,180 02	887,821,381 49
Sept	13,402,103 70	2,685 145 23	3,009 80	2,133,540 21	18,223,798 94	6,729,953 93	402 50	6,730,356 43	899,314 824 00
Oct	13,498,551 90	2,696,174 86	4,530 50	2,238,467 95	18,437,725 21	7,592,476 56	cr. 6,472 50	7,586,004 06	910,166,545 15
Nov	14,022,355 04	2,803,687 10	2,810 14	2,250,384 31	19,079,236 59	10,162,162 15	cr. 626 90	10,161,535 25	919,084,246 49
Dec	*13,886,441 86	2,773,904 79	2,990 00	2,305,705 27	18,969,041 92	16,872,374 88	cr. 680 05	16,871,694 83	921,181,593 58
Sub-Total	120,945,794 28	24,185,773 38	28,005 15	19,295,565 68	164,455,138 49	91,865,533 64	2,993,175 93	94,858,709 57	921,181,593 58
Total	1,203,548,828 52	+242,539,647 94	173,631 58	138,913,450 81	1,585,175,558 85	641,640,881 57	22,353,083 70	663,993,965 27	921,181,593 58

* Stamps $6,476,129.64 Meter $1,701,843.00 Bulk $5,613,835.15 D.V.A. $94,634.07 Total $13,886,441.86
† Government Refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date $1,827,834.25.

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO JANUARY 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

——	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	115·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	114·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·9
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2
April	114·6	110·9	122·7	109·7	116·9	115·0
May	114·4	110·1	122·9	110·1	116·6	115·1
June	114·9	111·4	123·6	110·1	116·6	115·1
July	115·4	112·7	123·9	110·3	117·0	115·2
August	115·7	112·8	124·1	110·4	117·2	115·8
September	116·2	114·0	124·2	110·4	117·4	115·9
October	116·7	115·5	124·5	110·3	117·5	116·0
November	116·2	113·4	125·0	110·3	117·4	116·3
December	115·8	112·1	125·2	110·2	117·4	116·3
1954—January	115·7	111·6	125·4	110·1	117·5	116·4

85529—8½

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1953

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Dec. 1, 1952	Nov. 2, 1953	Dec. 1, 1953					
(1) St. John's, Nfld.	102·3	103·1	102·7	101·3	107·3	101·7	104·2	101·5
Halifax	112·8	113·6	113·2	105·7	119·1	116·9	118·9	115·6
Saint John	114·5	115·9	115·5	110·8	116·9	119·9	117·1	119·3
Montreal	115·2	117·0	116·7	115·1	131·5	111·0	116·0	115·3
Ottawa	113·9	116·0	115·5	111·4	125·0	113·5	116·0	117·4
Toronto	115·6	117·8	117·6	110·3	137·1	112·6	117·8	117·4
Winnipeg	113·5	115·2	114·7	110·8	121·7	116·3	112·9	116·2
Saskatoon—Regina	111·3	113·7	113·3	110·8	111·9	116·3	118·1	111·7
Edmonton—Calgary	112·9	114·9	114·5	110·7	118·7	114·2	114·9	117·6
Vancouver	116·1	116·5	116·3	111·3	123·5	112·7	123·4	117·4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

Base (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Year 1950	Dec. 1950	Year 1951	Dec. 1951	Year 1952	Dec. 1952	Nov. 1953	Dec. 1953	Price Dec. 1953
Beef, sirloin steak	lb.	47·4	61·0	117·6	119·9	143·5	149·9	132·7	116·2	105·8	104·8	73·8
Beef, round steak	lb.	44·1	59·1	117·3	119·1	142·9	149·7	133·3	115·2	104·1	103·7	69·5
Beef, blade	lb.	43·7	52·7	118·8	127·5	151·3	158·4	133·5	114·1	97·8	98·2	47·5
Beef, stewing boneless	lb.	41·0	48·5	119·6	129·1	155·3	164·7	142·6	123·1	105·5	105·5	49·2
Lamb, leg roast	lb.	42·2	60·3	112·0	108·6	130·1	132·3	126·7	107·9	100·8	103·2	74·3
Pork, fresh loin, centre-cut	lb.	53·3	61·2	99·3	113·2	114·8	101·8	99·0	102·0	116·7	116·1	74·1
Pork, fresh shoulders, hock-off	lb.	50·2	54·2	100·0	101·1	117·9	103·3	101·7	99·6	106·8	103·5	50·2
Bacon, side, fancy, sliced, rind-off	½ lb.	56·2	61·2	94·1	90·3	95·4	93·6	78·4	77·4	128·1	118·0	50·0
Lard, pure package	lb.	66·7	73·6	95·3	111·6	121·1	111·6	72·5	70·3	116·3	115·0	27·0
Shortening, package	lb.	57·4	58·6	96·3	103·1	112·4	106·4	92·3	87·4	88·6	91·1	29·4
Eggs, grade "A" large, carton	doz.	77·3	91·1	91·8	114·9	116·5	120·4	96·0	97·5	110·2	98·2	60·4
Milk	qt.	67·3	57·8	102·9	107·2	110·0	116·8	118·4	118·5	118·5	118·5	21·1
Butter, creamery, prints	lb.	58·2	61·4	93·4	95·0	104·9	108·9	102·4	103·1	101·8	102·5	66·2
Cheese, plain, processed, ½ lb.	pkg.	78·2	72·6	99·1	101·2	111·1	115·1	115·9	115·1	109·6	110·3	32·2
Bread, plain, white, wrapped, sliced	lb.	66·7	66·7	104·6	109·4	115·5	119·7	119·3	117·7	125·8	126·8	12·5
Flour, all-purpose	lb.	58·4	56·8	104·8	106·2	106·9	107·6	105·9	104·7	113·3	113·3	7·9
Corn Flakes, 8 oz.	pkg.	61·6	60·9	102·0	107·1	113·8	119·7	122·4	123·2	123·2	123·2	17·4
Tomatoes, canned 2½'s	tin	64·3	67·2	88·0	95·5	115·0	136·5	143·6	131·1	111·7	109·7	22·0
Peas, 20 oz.	tin	77·9	82·4	99·3	100·4	107·2	113·8	116·9	119·5	120·1	119·5	21·0
Corn, cream, choice, 20 oz	tin	68·5	70·7	91·7	92·3	95·9	100·6	103·2	100·5	93·6	93·6	17·9
Onions, cooking	lb.	68·9	83·8	104·7	73·0	99·4	114·7	158·6	124·9	86·9	85·6	6·3
Potatoes, No. 1, table	10 lbs.	58·1	94·1	95·4	75·1	99·9	158·8	196·9	155·3	86·7	84·1	29·3
Raisins, seedless, bulk or in bag	lb.	80·0	84·6	103·8	108·6	127·5	141·7	138·9	133·8	136·0	135·5	23·9
Oranges, California	doz.	89·2	107·7	113·0	118·8	109·6	106·2	105·3	111·0	91·2	99·4	35·0
Jam, Strawberry, 16 oz.	jar	74·9	76·7	104·4	111·3	114·0	115·8	110·6	105·6	106·1	106·1	24·6
Peaches, 15 oz.	tin	69·9	73·5	98·1	101·2	105·5	106·0	104·4	100·1	96·8	96·8	20·0
Sugar, granulated, bulk or in bag	lb.	87·5	87·5	114·4	125·6	129·8	133·0	121·0	112·7	105·1	104·1	9·6
Coffee, medium quality, in bag	lb.	72·7	66·4	144·8	156·9	163·2	165·2	163·0	161·5	167·3	167·8	104·4
Tea, black, ½ lb.	pkg.	84·3	75·7	101·6	102·5	104·2	105·1	104·9	103·9	97·8	97·8	47·9

* Description and Units of Sale apply to December, 1953 Prices.

N.B.—The above price averages and price relatives on the base 1949 = 100 pertain to chain and independent stores, while previously published price averages and price relatives on the base August 1939 = 100 pertained to independent stores only. The above figures are not strictly comparable to those published in this table, prior to the December issue of the Labour Gazette.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	101·9	.....	[a] 68·4	[a] 49·7	63·7	81·9	74·5	[e] 53·2	59·5
P.E.I.—									
2—Charlottetown	58·5	56·4	[a] 46·3	[a] 41·0	35·8	70·6	57·0	45·4	48·2
Nova Scotia—									
3—Halifax	78·1	68·2	[a] 43·6	44·4	42·0	73·4	[c] 52·7	57·7	56·2
4—Sydney	66·9	62·5	[a] 44·2	48·9	45·1	70·6	55·6	50·9	49·4
New Brunswick—									
5—Moncton	66·9	61·1	47·1	41·1	36·6	74·6	51·4	52·9	52·7
6—Saint John	74·6	67·7	[a] 48·1	47·7	42·9	75·0	54·1	55·5	49·9
Quebec—									
7—Chicoutimi	92·5	88·0	60·2	47·4	44·7	71·5	66·0	45·8	48·7
8—Hull	66·5	67·2	44·9	46·5	39·3	72·4	50·7	47·3	52·8
9—Montreal	87·3	82·4	[a] 47·6	50·9	41·5	71·8	52·6	49·2	59·8
10—Quebec	80·1	73·2	[a] 40·7	40·0	43·5	63·6	52·1	45·1	54·4
11—Sherbrooke	81·3	74·4	[a] 51·0	53·2	37·9	71·3	55·3	50·6	44·8
12—Sorel	80·7	75·3	[a] 51·7	42·6	43·0	68·0	49·4	50·0	59·5
13—Three Rivers	90·0	77·5	42·1	42·8	39·3	69·0	53·1	50·8	60·2
Ontario—									
14—Brantford	71·0	68·1	55·0	50·8	38·6	75·3	50·0	52·4	51·7
15—Cornwall	69·0	68·6	[a] 43·9	47·8	38·7	70·6	50·0	51·0	57·0
16—Fort William	68·9	66·9	[a] 47·8	51·3	41·4	67·9	.....	50·0	58·0
17—Hamilton	76·3	71·5	49·6	52·1	42·8	78·5	46·6	53·2	52·4
18—Kirkland Lake	71·4	68·2	[a] 47·5	44·7	40·2	74·3	[d] 55·7	56·4	58·8
19—London	72·2	69·0	47·0	46·9	41·5	74·2	46·8	52·6	54·1
20—North Bay	66·2	62·5	47·7	44·0	41·4	71·0	.....	53·3	52·2
21—Oshawa	68·7	67·2	44·9	45·9	39·4	73·1	42·4	50·8	48·1
22—Ottawa	70·7	66·7	45·3	48·5	35·3	72·9	47·9	47·4	54·6
23—Sault Ste. Marie	67·7	66·6	[a] 46·3	52·5	45·8	73·0	57·3	52·5	55·8
24—Sudbury	66·4	66·2	[a] 48·3	49·6	40·2	67·3	[d] 54·0	49·3	49·0
25—Toronto	75·8	72·6	[a] 51·9	48·2	40·1	74·6	44·8	51·2	48·1
26—Windsor	67·3	63·9	[a] 46·1	52·0	40·5	74·1	[d] 50·1	53·0	55·8
Manitoba—									
27—Winnipeg	70·6	65·0	49·8	47·5	42·8	68·3	[d] 55·1	49·1	52·0
Saskatchewan—									
28—Regina	69·9	64·7	[a] 48·8	48·3	40·0	66·3	53·6	51·5	52·5
29—Saskatoon	70·2	69·8	[a] 51·7	57·1	43·6	65·0	[d] 55·5	48·1	50·9
Alberta—									
30—Calgary	70·2	64·8	56·2	51·9	39·3	67·9	[d] 58·4	48·0	52·1
31—Edmonton	65·9	62·6	[a] 42·2	48·7	39·6	61·2	43·8	47·6	44·8
British Columbia—									
32—Prince Rupert	82·5	75·0	[a] 55·0	58·3	46·7	74·3	62·7	50·9	63·7
33—Trail	76·8	69·8	[a] 52·5	60·8	.....	73·4	61·3	49·4	63·3
34—Vancouver	86·0	75·1	56·3	55·9	47·0	75·8	[d] 59·6	51·5	54·8
35—Victoria	88·3	79·2	58·2	56·7	50·9	77·2	56·2	50·1	53·8

FOODS AND COAL BY CITIES, DECEMBER, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar.	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart.	Butter, creamery, first grade per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1 St. John's	.....	8·7	12·7	20·7	11·0	59·2	91·2 [f]	32·0 [h]	75·5
P.E.I.—									
2—Charlottetown	.....	8·9	14·4	19·2	10·1	52·5	61·5 [g]	17·0	69·0
Nova Scotia—									
3—Halifax	65·9	8·7	12·8	18·4	9·2	50·4	61·7 [g]	20·5	70·0
4—Sydney	63·3	9·2	14·0	19·4	10·3	49·8	71·7 [g]	22·0	70·6
New Brunswick—									
5—Moncton	63·9	9·1	15·6	18·6	9·8	52·1	66·4 [g]	20·0	69·4
6—Saint John	68·4	8·8	13·3	18·9	9·8	49·0	68·6 [g]	21·0	70·2
Quebec—									
7—Chicoutimi	.....	8·4	16·0	19·3	10·0	55·9	70·5	20·0	63·2
8—Hull	79·0	8·0	12·7	17·5	9·6	47·9	62·5	22·0	64·6
9—Montreal	79·2	8·0	12·7	17·3	9·1	50·2	62·4	20·0	65·0
10—Quebec	75·3	8·1	12·5	17·9	9·4	51·7	65·0	20·0	65·4
11—Sherbrooke	76·0	8·0	13·1	17·6	9·2	51·4	68·0 [g]	20·0	63·3
12—Sorel	89·3	7·9	12·7	17·9	9·3	47·1	62·4 [g]	19·0	63·8
13—Three Rivers	73·3	7·9	11·7	17·4	9·8	50·3	62·3	19·0	63·5
Ontario—									
14—Brantford	72·2	8·1	12·7	17·5	9·7	45·0	58·4 [g]	21·0	65·2
15—Cornwall	.....	7·9	12·7	18·3	9·8	47·0	62·2 [g]	20·0	64·9
16—Fort William	74·3	8·0	14·0	19·0	10·3	52·9	62·3 [g]	23·0	66·2
17—Hamilton	77·4	8·2	12·7	17·6	9·8	45·8	59·7 [g]	22·0	66·5
18—Kirkland Lake	.....	8·5	12·0	18·7	10·8	52·6	65·5	25·0	67·8
19—London	72·6	8·1	12·7	17·4	9·7	46·2	53·2 [g]	21·0	66·5
20—North Bay	75·7	8·4	13·0	19·4	11·1	49·2	65·0 [g]	22·0	67·7
21—Oshawa	.....	8·0	12·7	17·4	9·5	45·9	56·8 [g]	21·0	66·3
22—Ottawa	71·3	8·2	12·7	17·5	9·7	48·7	64·8	21·6	66·4
23—Sault Ste. Marie	.....	8·6	13·3	19·3	10·6	49·0	66·5	23·0	67·2
24—Sudbury	67·7	8·6	13·3	18·4	10·9	48·6	63·3	23·0	68·0
25—Toronto	70·6	7·9	12·7	17·4	9·3	44·5	57·1 [g]	22·0	66·3
26—Windsor	68·1	8·4	12·7	17·7	9·9	48·5	57·9	22·0	67·2
Manitoba—									
27—Winnipeg	71·6	7·7	15·0	17·7	11·5	70·1 [t]	57·1 [g]	21·0	65·6
Saskatchewan—									
28—Regina	71·5	8·1	14·4	18·5	12·0	66·5 [t]	60·5	20·0	64·5
29—Saskatoon	.....	7·9	13·6	17·7	13·9	63·7 [t]	57·2 [g]	20·5	65·0
Alberta—									
30—Calgary	74·7	7·7	14·4	18·2	11·6	60·5 [t]	62·8 [g]	21·0	66·3
31—Edmonton	67·0	7·9	14·4	17·9	11·6	64·1 [t]	58·7 [g]	20·0	67·8
British Columbia—									
32—Prince Rupert	79·7	8·8	15·0	18·6	11·0	63·1 [t]	70·7	31·0	69·6
33—Trail	84·8	7·9	17·0	18·4	11·6	63·0 [t]	68·6	25·0 [*]	67·8
34—Vancouver	75·3	7·9	16·0	17·7	9·6	57·3 [t]	64·3 [g]	21·4	68·3
35—Victoria	82·3	8·0	16·0	18·0	9·8	58·0 [t]	69·0 [g]	24·0	69·4

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	35·3	32·7	.....	34·2	.....	19·5	48·8 s	29·5	25·7	23·1
P.E.I.—										
2—Charlottetown	36·4	.....	29·0	31·7	28·4	20·1	20·1	27·1	22·6	21·6
Noval Scotia—										
3—Halifax	34·7	39·5	29·1	30·8	24·9	18·9	21·2	25·5	23·9	19·7
4—Sydney	36·1	38·2	30·3	29·9	25·8	21·0	23·0	25·8	22·8	19·9
New Brunswick—										
5—Moncton	35·0	38·4	29·8	30·4	25·8	18·4	22·2	23·4	23·7	19·6
6—Saint John	35·6	39·1	30·6	30·4	25·6	18·0	20·8	22·3	23·7	19·0
Quebec—										
7—Chicoutimi	36·1	.....	25·3	34·4	27·1	18·7	.....	20·9	23·0	19·8
8—Hull	32·5	.....	26·8	28·9	24·8	16·8	20·2	19·7	20·5	16·8
9—Montreal	32·1	.....	27·8	30·9	25·3	17·5	19·6	18·8	20·9	18·7
10—Quebec	33·6	.....	28·8	30·3	25·9	17·8	20·2	21·5	21·1	17·8
11—Sherbrooke	34·2	.....	25·3	30·6	24·7	18·1	20·2	19·4	20·8	19·6
12—Sorel	33·1	.....	27·8	29·6	25·9	17·4	21·8	18·9	19·1	17·3
13—Three Rivers	33·6	.....	25·6	29·2	25·4	18·4	22·3	19·2	21·1	20·1
Ontario—										
14—Brantford	32·1	39·5	27·4	29·2	24·6	18·1	20·6	23·8	21·2	17·2
15—Cornwall	33·4	38·0	28·0	28·8	24·8	17·1	19·9	20·0	19·6	18·6
16—Fort William	34·2	39·7	27·4	29·8	24·6	20·1	20·7	22·6	22·2	19·3
17—Hamilton	32·7	39·4	28·5	30·2	24·4	17·7	20·0	22·2	22·1	16·4
18—Kirkland Lake	32·2	38·8	30·6	30·8	26·4	19·3	22·3	20·9	.....	19·3
19—London	31·6	38·8	30·0	28·9	25·2	18·4	19·8	23·2	20·9	17·3
20—North Bay	34·2	39·8	30·5	30·3	31·2	19·1	.....	23·2	22·7	18·2
21—Oshawa	32·8	39·8	29·1	28·8	23·7	18·0	20·0	21·5	20·8	16·8
22—Ottawa	32·9	39·4	28·1	30·1	24·8	17·5	21·3	20·5	22·3	16·8
23—Sault Ste. Marie	34·4	39·6	30·2	30·6	26·3	18·3	.....	23·8	22·3	18·2
24—Sudbury	33·5	37·6	27·5	29·6	25·8	18·8	.....	20·5	22·5	16·3
25—Toronto	32·5	39·5	28·5	29·8	23·6	17·6	20·0	21·5	20·8	16·6
26—Windsor	33·2	39·5	29·2	30·1	24·9	19·2	21·3	21·9	m 16·6	17·6
Manitoba—										
27—Winnipeg	33·9	41·3	25·8	29·0	24·7	18·3	21·8	24·6	m 18·2	19·4
Saskatchewan—										
28—Regina	34·7	41·0	24·9	31·2	25·2	19·4	23·2	24·9	22·8	20·8
29—Saskatoon	34·0	39·5	23·5	30·1	24·8	19·5	21·9	25·1	22·9	20·5
Alberta—										
30—Calgary	33·2	40·8	23·2	31·0	24·4	18·7	21·7	27·3	21·8	20·8
31—Edmonton	34·1	41·9	23·7	31·8	24·8	19·2	21·5	27·0	22·5	22·2
British Columbia—										
32—Prince Rupert	36·6	40·4	26·1	33·0	25·8	22·0	24·6	29·0	m 20·6	m 19·1
33—Trail	36·2	39·7	26·3	31·8	.....	22·6	24·5	29·4	m 20·8	m 21·0
34—Vancouver	34·8	40·1	27·3	28·9	23·9	17·6	22·3	28·0	m 15·8	m 15·8
35—Victoria	34·0	39·6	29·0	29·9	23·0	18·2	20·3	27·4	m 18·1	m 17·1

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—carton and

FOODS AND COAL BY CITIES DECEMBER, 1953

Bureau of Statistics

Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality per ¼ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—										
1—St. John's	42·3	32·6	40·2	9·0	34·5	25·9	62·0	125·2	.....	22.75
P.E.I.—										
2—Charlottetown	37·8	23·0	21·5	7·9	.....	27·8	49·1	116·2	.....	17.50
Nova Scotia—										
3—Halifax	35·4	21·2	24·9	5·8	27·9	24·0	48·1	114·7	.....	19.50
4—Sydney	37·8	25·5	22·8	5·8	29·9	25·6	48·2	120·2	.....	13.60
New Brunswick—										
5—Moncton	38·7	22·1	23·2	6·3	29·3	25·4	48·2	112·2	.....	18.78
6—Saint John	36·9	21·7	20·8	6·9	30·1	27·2	49·5	116·4	.....	19.69
Quebec—										
7—Chicoutimi	33·9	18·6	28·6	9·3	31·7	28·3	55·5	112·0	30·00	.....
8—Hull	31·5	19·0	26·6	9·3	27·4	25·3	52·8	111·8	28·50	.....
9—Montreal	35·7	17·3	24·9	8·6	29·3	25·0	48·6	109·6	27.57	.....
10—Quebec	35·4	18·1	24·1	8·2	28·9	27·1	50·6	111·9	29.19	.....
11—Sherbrooke	34·5	17·8	25·0	8·2	29·6	25·3	53·4	110·6	27.75	.....
12—Sorel	36·3	18·3	25·7	8·8	27·4	23·6	53·0	110·4	26.75	.....
13—Three Rivers	35·4	18·4	24·7	8·0	28·0	25·3	54·0	112·2	27.00	.....
Ontario—										
14—Brantford	33·0	18·8	28·4	5·2	29·9	23·2	52·0	107·2	27.00	.....
15—Cornwall	33·6	18·9	27·3	7·0	28·6	24·0	52·0	108·9	29.75	.....
16—Fort William	34·8	19·8	37·0	6·4	26·7	25·7	51·1	106·8	26.62	.....
17—Hamilton	36·0	19·2	29·9	5·6	28·6	23·4	49·5	107·2	26.44	.....
18—Kirkland Lake	35·7	19·6	34·5	6·7	27·4	25·4	54·8	102·2	32.75	.....
19—London	33·6	19·1	29·9	6·5	28·5	22·7	49·3	106·8	27.00	.....
20—North Bay	32·7	20·2	31·3	5·7	.....	23·2	53·7	116·4	29.75	.....
21—Oshawa	36·6	19·3	27·4	5·5	26·8	23·0	55·2	105·8	28.00	.....
22—Ottawa	33·9	18·9	26·9	8·0	28·7	25·0	50·8	108·5	28.00	.....
23—Sault Ste. Marie	36·3	20·0	33·7	8·1	29·7	23·5	54·9	107·9	27·25	.....
24—Sudbury	33·6	19·2	31·4	5·8	27·0	24·6	50·4	101·8	29.70	.....
25—Toronto	32·1	19·0	28·1	5·5	28·2	24·5	48·6	105·1	24.57	.....
26—Windsor	35·1	19·0	28·1	5·8	31·6	24·9	48·6	107·4	26.00	.....
Manitoba—										
27—Winnipeg	37·5	19·8	25·6	5·5	28·2	26·4	47·6	104·1	.....	21.15
Saskatchewan—										
28—Regina	37·2	22·4	37·7	9·0	28·9	26·5	48·7	106·0	.....	18.50
29—Saskatoon	39·3	22·1	47·1	10·4	31·0	26·7	47·4	104·3	.....	17.98
Alberta—										
30—Calgary	36·6	23·6	40·8	8·1	29·2	24·6	47·9	104·5	.....	.....
31—Edmonton	37·8	23·1	46·0	9·6	30·0	25·6	48·5	107·1	.....	8.58
British Columbia—										
32—Prince Rupert	39·6	25·1	41·4	8·5	28·6	26·9	50·4	106·2	.....	22.90
33—Trail	31·8	25·4	40·4	7·9	29·8	26·1	50·2	100·5	.....	19.75
34—Vancouver	31·8	19·7	41·3	7·8	25·6	23·6	47·2	101·2	.....	21.02
35—Victoria	30·6	20·4	37·9	7·9	28·0	23·4	46·4	103·7	.....	22.25

loose. (h) Evaporated milk 17·0 cts. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. * Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figures 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living Commonwealth Statistician	Retail Price Index Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947–49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June–Aug. 1939	1938	1936–39 =1000	1st quarter 1949= 1000
	(a)	(b)		(b)					(c)			(d)	(d)
1933	58·8	55·3	.....	(i) 140	(k) 151	.....	.....	.....	(e) 131	99	93·2	.....	600
1939	63·2	59·4	100·0	(i) 158	(k) 178	(m)108	.....	107·5	(e) 138	(k) 103	99·9	1029	748
1940	65·7	59·9	100·7	(i) 184	(k) 205	(m)129	.....	122·5	(e) 151	113	103·4	1051	782
1941	69·6	62·9	104·4	(i) 199	(k) 226	(m)150	.....	141·7	(e) 174	138	108·2	1111	810
1944	74·6	75·2	199·1	(i) 201	(k) 295	(m)285	.....	158·2	(e) 207	279	128·8	1270	872
1945	75·0	76·9	213·5	(i) 203	(k) 295	(m)393	.....	157·5	(e) 209	293	132·2	1270	884
1946	77·5	83·4	266·7	(i) 203	(k) 291	(m)645	.....	160·3	(e) 208	287	134·1	1278	891
1947	84·8	95·5	300·3	(i) 203	.....	(m)1030	4575	162·1	(e) 217	279	139·7	1309	919
1948	97·0	102·8	318·9	(j) 108	(l) 99	(m)1632	4847	172·4	(e) 224	281	147·8	1392	992
1949	100·0	101·8	336·0	(j) 111	(l) 100	(m)1818	4915	175·9	(e) 222	278	153·2	1528	1009
1950	102·9	102·8	356·2	(j) 114	(l) 101	(m)1945	4849	177·7	159·1	293	159·3	1669	1066
1951	113·7	111·0	401·0	(j) 124	(l) 109	130·1	5320	207·5	166·7	319	171·0	1906	1183
1952	116·5	113·5	455·7	102·6	(l) 118	145·4	5546	223·0	171·0	317	185·8	2337	1275
1952 March	116·9	112·4	448·8	100·6	.....	148·1	5475	220·3	170·8	326	182·1	2366	1253
April	116·8	112·9	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	115·9	113·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	116·0	113·4	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	116·1	114·1	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	116·0	114·3	466·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	116·1	114·1	464·1	103·0	.....	145·7	5615	224·9	171·6	316	190·3	2524	1284
October	116·0	114·2	465·0	103·9	.....	144·9	5626	224·3	171·1	298	191·1	.....	.....
November	116·1	114·3	467·6	103·8	123	144·4	5633	224·2	171·2	298	191·4	.....	.....
December	115·8	114·1	432·7	104·5	.....	145·4	5612	224·3	171·0	296	190·6	2530	1294
1953 January	115·7	113·9	462·4	104·4	.....	145·6	5603	224·3	169·9	296	189·5	.....	.....
February	115·5	113·4	457·2	104·7	123	146·0	5614	223·9	169·5	296	188·9	.....	.....
March	114·8	113·6	449·9	105·4	.....	145·2	5613	224·4	169·3	299	189·4	2558	1307
April	114·6	113·7	449·1	106·4	.....	144·7	5668	224·2	168·8	299	189·9	.....	.....
May	114·4	114·0	448·6	106·0	126	145·5	5702	224·4	169·5	295	190·7	.....	.....
June	114·9	114·5	449·4	106·6	.....	145·4	5718	224·1	169·7	293	193·6	2586	1322
July	115·4	114·7	447·5	106·6	.....	143·7	5633	223·3	169·5	296	192·7	.....	.....
August	115·7	115·0	.....	105·9	125	143·1	5617	224·0	169·7	295	195·8	.....	.....
September	116·2	115·2	.....	105·7	.....	141·0	5642	224·0	170·2	295	196·5	.....	1337
October	116·7	115·4	.....	105·7	.....	141·0	.....	.....	170·4	.....	196·0	.....	.....
November	116·2	115·0	.....	.....	.....	141·3	.....	.....	.....	.....	193·6	.....	.....
December	115·8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918–49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926–46 are on base July, 1914 = 100. (i) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June–December. (l) Average of quarterly indexes. (m) Annual averages 1938–1950 are on base 1938 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939 = 100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	Nov. 1952	Oct. 1953	Nov. 1953
All Commodities Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	240·2	226·0	221·5	220·7	218·8
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	218·6	210·3	204·8	196·7	196·0
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	297·7	248·2	235·3	246·5	239·0
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	295·9	251·5	242·2	239·8	237·1
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	295·5	291·0	292·1	286·8	285·2
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	208·7	219·0	221·5	222·0	222·3
*VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	180·6	172·9	167·6	166·5	166·5
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	169·8	173·9	173·5	178·7	178·4
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	187·3	180·1	176·4	173·7	173·6
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	237·9	218·7	210·5	204·9	203·2
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	242·4	230·7	228·2	230·0	228·1
Non-Residential Building Materials (1949 = 100)					60·3	118·6	123·2	124·2	123·9	123·7
Residential Building Materials			112·4	89·0	102·3	286·2	284·8	283·4	280·4	279·4
Canadian Farm Products, Total			140·8	69·3	92·6	268·6	249·0 r	233·6 r	208·5	204·9
Field			137·2	69·3	83·7	200·4	220·5	200·7 r	151·7	151·7
Animal			144·4	69·2	101·5	336·9	277·5	266·5	265·3	258·0

* Gold is included from 1935 to date.
The indexes for 1953 are subject to revision.
r–Revised to include final payments for western oats and barley.

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
March	13	21	4,524	5,450	33,018	0·04
April	14	21	2,790	3,562	29,120	0·03
May	17	30	2,740	4,748	36,127	0·04
June	16	31	4,809	6,452	57,346	0·07
July	14	30	4,650	7,396	73,486	0·09
August	6	17	4,408	8,598	92,760	0·11
September	26	37	12,958	16,445	126,131	0·15
October	21	44	5,455	16,367	268,053	0·32
November	7	35	6,285	19,298	287,316	0·35
December	7	25	1,188	11,257	264,745	0·32
Cumulative totals	166		54,391		1,322,929	0·13
1952						
January	13‡	13	5,374‡	5,374	71,145	0·09
February	12	22	12,394	13,048	47,603	0·06
March	16	25	2,877	5,186	65,272	0·08
April	22	37	8,418	12,121	178,713	0·21
May	30	44	14,853	23,360	248,575	0·30
June	28	42	44,704	59,706	717,845	0·87
July	29	54	8,941	56,263	888,243	1·07
August	20	42	8,166	15,039	202,395	0·24
September	16	39	5,303	15,144	201,870	0·24
October	18	37	6,183	13,634	165,539	0·20
November	10	22	2,163	5,374	45,476	0·05
December	8	18	1,442	3,646	47,279	0·05
Cumulative totals	222		120,818		2,879,955	0·29

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December 1953				
MINING—				
Gold miners, mill and smelter workers, Pamour, South Porcupine and Timmins, Ont.	4	900	23,000	Commenced July 11; for new agreements providing for increased wages, reduced hours from 48 to 40 per week, pay for six statutory holidays, check-off and extension of vacation plan, following reference to conciliation board; unterminated
Gold and copper miners and smelter workers, Noranda, Que.	1	1,600	41,600	Commenced August 22; for a new agreement providing for check-off, increased wages and reduced hours from 48 to 40 per week, following reference to arbitration board; unterminated.
Gold miners and mill workers, Schumacher, Ont.	1	1,201	31,000	Commenced September 22; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week, pay for eight statutory holidays instead of four, two week's vacations with pay after two years and three weeks after 15 years, following reference to conciliation board; unterminated.
Gold and silver miners, mill and smelter workers, Timmins, Ont.	1	1,356	33,300	Commenced September 24; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week and extension of vacation plan; terminated December 30; negotiations; compromise.
Gold and copper miners, mill and smelter workers, Noranda, Que.	1	572	14,800	Commenced October 2; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.
Gold miners and mill workers, Timmins, Ont.	1	354	9,150	Commenced October 13; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of four, shift differential and extension of vacation plan, following reference to conciliation board; unterminated.
Copper miners and mill workers, Normetal, Que.	1	425	11,000	Commenced October 17; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER 1953 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December 1953—Con.				
Copper miners and mill workers, Noranda, Que.	1	347	9,000	Commenced October 21; for a new agreement providing for increased wages retroactive to Feb. 20, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.
Gold miners and mill workers, Schumacher, Ont.	1	190	4,900	Commenced October 26; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to conciliation board; unterminated.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Knitting factory workers, Plessisville, Que.	1	25	100	Commenced May 19; for a new agreement incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; terminated December 9; return of workers and replacement; in favour of employer.
Pulp, Paper and Paper Products—		[3]		
Paper mill workers, Beauharnois and Crabtree Mills, Que.	2	461	10,000	Commenced September 23; for new agreements providing for reduced hours from 48-50 to 40 per week with same take-home pay and night shift differential, following reference to arbitration board; unterminated.
Miscellaneous Wood Products—				
Saw and lumber mill workers, Northern Interior British Columbia	40	1,670	38,000	Commenced September 28; for new agreements providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, pay for three statutory holidays and closed shop, following reference to conciliation board; partial return of workers; unterminated.
Saw and lumber mill workers, Interior British Columbia.	11	825	18,500	Commenced October 16; for new agreements providing for increased wages and other changes, following reference to conciliation board; partial return of workers; unterminated.
Saw mill workers, Stellarton, N.S.	1	35	900	Commenced October 19; for a union agreement providing for increased wages, reduced hours from 46¾ to 44 per week with same take-home pay and other changes, following reference to conciliation board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December 1953—Con.				
Metal Products—				
Skate factory workers, Kitchener, Ont.	1	44	900	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; unterminated.
Steel tank factory workers, Brandon, Man.	1	32	300	Commenced October 7; for a new agreement providing for increased wages retroactive to May 15, following reference to conciliation board; terminated by December 19; return of workers and replacement; in favour of employer.
Pipe and steam fitters, Cornwall, Ont.	1	20	140	Commenced November 30; for a union agreement providing for increased wages and reduced hours from 44 to 40 per week; terminated December 9; negotiations; compromise.
TRADE—				
Mining and construction equipment warehouse workers, Port Arthur, Ont.	1	12	60	Commenced October 13; for a union agreement providing for job classification and welfare and insurance plans, following reference to conciliation board; terminated December 7; negotiations; in favour of workers.
Strikes and Lockouts Commencing During December 1953				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Men's clothing factory workers, Montreal, Que.	1	58	65	Commenced December 19; protesting dismissal of a worker for failure to maintain workmanship; terminated December 21; negotiations; in favour of workers, man reinstated.
Metal Products—				
Metal containers factory workers, Toronto, Ont.	3	510	10,700	Commenced December 2; for a new agreement providing for increased wages and other changes; unterminated.
Metal containers factory workers, Vancouver, B.C.	1	276	5,500	Commenced December 3; for a new agreement providing for increased wages and other changes; unterminated.
Non-Metallic Minerals, Chemicals, etc.—				
Oil refinery workers, North Burnaby, B.C.	1	209	1,700	Commenced December 2; for a new agreement providing for increased wages and other changes following reference to conciliation board; terminated December 14; return of workers pending further negotiations; indefinite.
CONSTRUCTION—				
Buildings and Structures—				
Building trades workers, Nanaimo, B.C.	1	22	20	Commenced December 31; refusal to work with non-union machine operator; terminated December 31; negotiations; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During December 1953—Con.				
TRANSPORTATION AND PUBLIC UTILITIES—				
Electric Railways and Local Bus Lines—				
Bus drivers, Regina, Sask.	1	100	65	Commenced December 23; protesting dismissal of a bus driver for alleged rudeness to passenger; terminated December 23; return of workers pending settlement; indefinite.
Electricity and Gas—				
Hydro workers, Lindsay, Ont.	1	13	45	Commenced December 9; for union recognition; terminated December 12; negotiations; in favour of workers.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 54 indirectly affected.

MARCH 15, 1954

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

BY the first of March the seasonal low point in the level of economic activity had probably been reached. During February, employment declined slightly more than is usual for the month and unemployment also rose more than seasonally; but the weekly rate of increase dropped steadily. During the last two weeks of February, the number of lay-offs reported dropped sharply and labour requirements increased slightly in some areas and industries.

The winter trough in employment, however, had not been reached by March 1 in the Atlantic and Quebec regions, primarily because of continuing seasonal reductions in logging and lumbering operations. The decline in employment had been halted in Ontario and the Prairie Provinces largely because of an increase in construction activity following the severe January weather. In the Pacific region outdoor activity picked up and unemployment decreased during February.

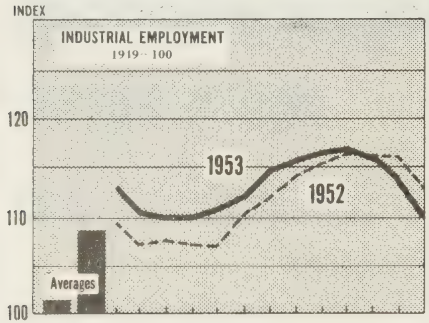
Available manpower continued to be less fully utilized than last winter. The Monthly Labour Force Survey estimates of the Dominion Bureau of Statistics showed that 4,442,000 persons, or 85 per cent of the labour force, worked full-time during the week ending February 20, 1954. This total was 76,000 lower than during the same week last year. Of the remaining 15 per cent of the labour force, 354,000 worked less than 35 hours (33,000 more than last year); 122,000 had jobs but did not work for various reasons during the survey week (54,000 less than last year); and 312,000 were without jobs and seeking work (133,000 more than last year).

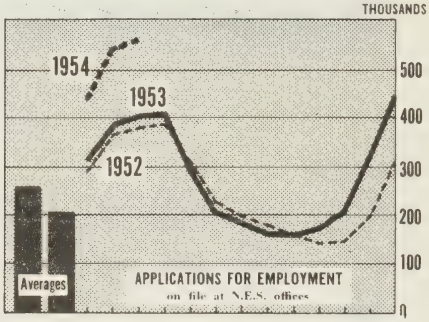
A similar picture emerges from statistics originating with the National Employment Service. At February 18, 1954, job applications amounted to 559,000, a figure 157,200 greater than the total for February 19, 1953. The increase in each region was roughly consistant with the size of its labour force. Ontario and Quebec had the largest increases (52,000 and 50,800 respectively), smaller increases occurring in the Prairie region (23,000), the Atlantic region (16,800) and the Pacific region (13,800).

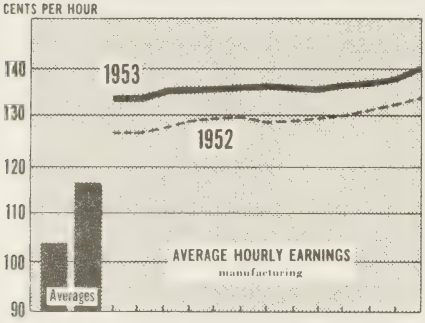
The higher level of unemployment during the past few months is the combined result of the growth in the labour force and lower labour requirements. At February 20, the labour force was 36,000 greater than a

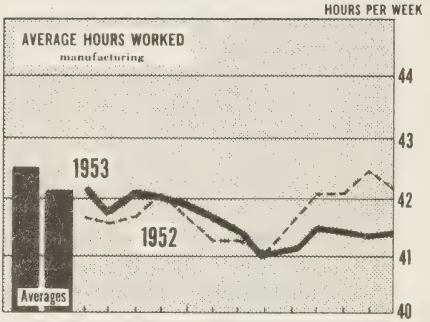
A Monthly *Labour Gazette* Feature

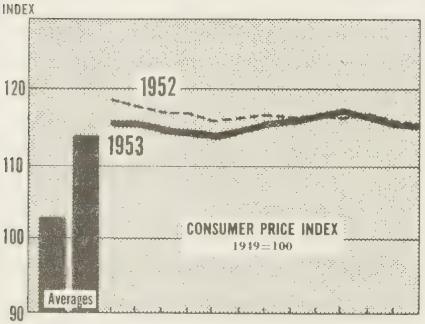
CURRENT LABOUR TRENDS

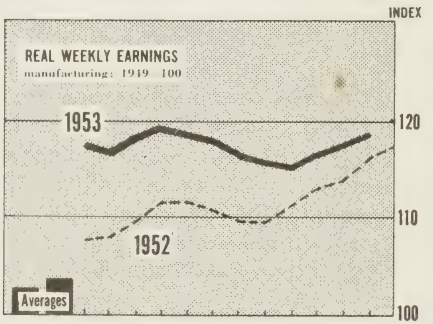


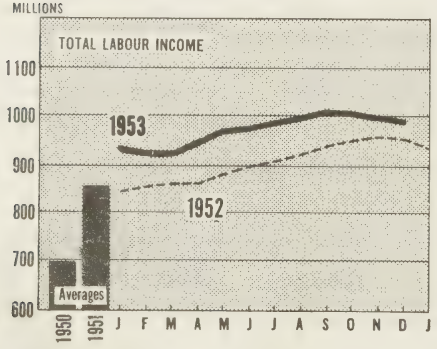


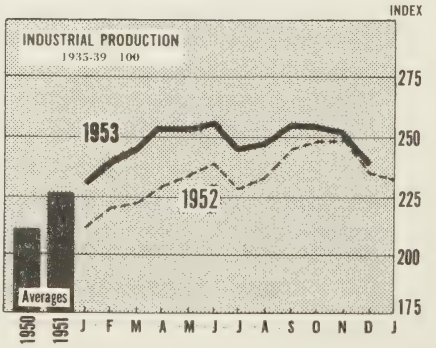












year earlier. During the same period, the number of persons with jobs, whether working or not, was lower by 97,000. In January, employment in the non-agricultural sector of the economy was down 2.5 per cent from January 1953. This was the third consecutive month in which a year-to-year decrease in employment occurred. While employment in the distribution and service industries showed either an increase or a relatively small decline, employment in other industries declined generally. In terms of the number of workers, manufacturing experienced the largest year-to-year decrease in employment, followed by logging, construction and mining.

The 2.8-per-cent year-to-year decline in manufacturing employment was not general throughout all industries in the group. Continued strength was evident in such industries as electrical appliances and supplies, automobiles, shipbuilding, aircraft, chemicals and paper products, which showed year-to-year increases of from four to eight per cent. Employment declines were concentrated in the soft goods industries and in the manufacture of wood products, iron and steel products and railway rolling stock.

The lower level of activity this winter was partially reflected in the length of the work week. The effect of reduced production alone on the number of hours worked is difficult to isolate because of the reduction in the standard work week that has occurred largely as a result of collective bargaining. Available statistics suggest that, with few exceptions, the effect of reduced activity on hours worked in manufacturing was most marked in the industries that experienced the greatest employment declines over the year. In other manufacturing industries and in manufacturing as a whole, the drop in average hours was apparently only slightly greater and in some cases was less than the reduction in the standard work week.

The following table illustrates the changes that have taken place in both the average standard work week and the average number of hours actually worked. "Hours worked" are the hours worked by full-time and part-time wage earners (including overtime hours) divided by the number of wage earners working such hours. "Standard hours", on the other hand are the number of hours per week after which employees would generally be paid at overtime rates. It should be noted that the change in average hours refers to the twelve-month period ended December 1953, while the change in standard hours covers the six-month period October 1952-April 1953 (the latest available data). Collective agreements negotiated since last April indicate that the average standard work week continued to decline through 1953.

Weekly Hours Worked in Selected Manufacturing Industries and Changes in Hours

Industry	Change In			Average Hours Worked Dec. 1953
	Standard Hours Oct. 1952-Apr. 1953	Hours Worked Oct. 1952-Apr. 1953	Hours Worked Dec. 1952-Dec. 1953	
Manufacturing	−0.5	0.0	−1.2	41.3
Food & Beverages	−1.0	−0.3	−0.4	41.7
Textiles (except Clothing)	−0.3	−0.2	−3.1	40.6
Clothing	−0.1	+0.5	−2.7	37.2
Paper Products	−1.6	−1.4	−2.2	43.1
Iron & Steel Products	−0.2	−0.3	−0.7	41.8
Transportation Equipment	−0.2	+1.2	−1.3	41.4
Electrical Apparatus & Supplies	−0.2	−0.4	−0.6	41.5
Products of Petroleum & Coal	−0.1	−0.3	+1.5	42.7

Labour-Management Relations

By the middle of March collective bargaining for 1954 was in progress in major sectors of Canadian industry. As is customary during the early months of the year, settlements reached so far were mainly in smaller establishments and were concluded without much unrest. The major exceptions to this pattern were in the mining areas of Northern Ontario and Quebec and in the interior logging areas of British Columbia, where prolonged strikes dating back to last summer were only recently settled. By mid-March, however, only a few hundred workers throughout the country were involved in strikes.

In general, the settlements so far this year were strongly influenced by trends established in 1953. Negotiations, however, have now begun for such industries as railways, automobiles, basic steel and electrical goods. Settlements in these industries have, in past years, had significant influences on many subsequent negotiations.

Many of the wage increases recorded in 1953 were for smaller amounts than in 1952. Average hourly earnings in manufacturing for 1953 exceeded the average for 1952 by about 5½ per cent, compared with an increase of almost 11 per cent for 1952 over 1951. It was significant, however, that the general level of hourly earnings continued to rise throughout 1953. By January 1, 1954, average hourly earnings in manufacturing, at $1.40, were 4.8 per cent higher than at January 1, 1953. The percentage rise between January 1, 1952, and the same date in 1953 was only slightly higher (5.4).

Union Membership

Preliminary estimates based on the Department of Labour's survey of labour organization in Canada indicate that there were 1,265,000 union members at the beginning of the year. This represents an increase of approximately four per cent over January 1, 1953. The 1954 figure, the highest yet recorded, is one-and-a-half times the 1946 figure and more than three-and-a-half times the 1939, or pre-war, figure.

Current Bargaining

Bargaining now underway in the railways and in the basic steel, automobile and electrical products industries directly affects almost 200,000 workers. The demands of these workers include both wage increases and fringe benefits but from the available information on bargaining so far, there appears to be increasing emphasis on fringe items. In the railways, the entire demand of the workers was in terms of vacations, statutory holidays and other non-wage items.

There is little uniformity of pattern in the stated wage objectives of the unions in these industries. The United Steelworkers of America (CIO–CCL) resumed negotiations carried over from last year in the basic steel industry, when the union requested an 8½-cent-an-hour increase; at the Canadian General Electric plant in Toronto, the United Electrical Workers (ind.) asked for a 15-cent-an-hour increase; and the United Automobile Workers of America sought a still higher amount from the Ford

Motor Company of Canada at Windsor. All the unions, however, are asking for additional paid statutory holidays and an improved vacation plan. A demand common to the bargaining is for four weeks' vacation after 25 years of service. (Such vacation plans are as yet comparatively rare in Canadian industry. They were found in the Department of Labour's Annual Survey of Working Conditions to exist in establishments employing four per cent of plant workers in manufacturing industries (L. G., Oct. 1953, p. 1531.)

Railway negotiations were at the conciliation stage, hearings having been held before a conciliation board of which Mr. Justice R. L. Kellock of the Supreme Court of Canada is chairman. In the automobile dispute, the Ontario Labour Relations Board held hearings on the application of the UAW for a conciliation board. At the time of writing, no decision had been made public. The remaining disputes were still in direct negotiations.

Although negotiations in the construction industry were not general throughout the country, some bargaining was underway in urban centres, mainly in the West. A number of centres scattered throughout the country will not bargain this year, having signed two-year agreements in 1953. Demands for a 35-hour week have been made on the West Coast by unions of painters and carpenters, both AFL–TLC affiliates.

Recent Agreements

Office Workers. Office workers' agreements signed recently illustrate the diversity of organizations and the importance of the "white-collar" groups now organized. Several agreements have been signed recently which affect relatively large groups of office workers. In addition, a strike of some 300 office workers was in progress at mid-March at the Aluminum Company of Canada, Arvida, Que.

Almost 1,100 office workers are covered by the agreement between the B. C. Electric Company and the B. C. Electric Office Employees Federal Union No. 378 (TLC). Office-worker locals of the United Steelworkers (CIO-CCL) negotiated agreements covering smaller groups of workers at the Montreal Locomotive Works in Montreal, the English Electric Company at St. Catharines and the John Inglis Company at Scarborough, Ont. Another smaller office workers' agreement was signed at the Outboard Marine Manufacturing Company in Peterborough. The B.C. Electric Company granted a salary increase of 6.7 per cent, while the wage advances in the smaller agreements ranged up to $2.00 a week and $10.00 a month.

These new office agreements deal extensively with such matters as overtime and union security—problems that have already been worked out in production workers' agreements and are now receiving more attention under office-worker bargaining. For example, the overtime provisions in the agreements signed at English Electric and John Inglis, provide for overtime at the rate of time and one-half if an employee works more than 7¼ hours overtime in a week, with overtime at regular rates for the first 7¼ hours. (A study of working conditions of office workers in manufacturing appearing in the *Labour Gazette* for November 1953 (p. 1665) showed

that about 20 per cent of the workers in the survey were eligible for overtime compensation at higher than straight-time rates.) Other items commonly touched on are vacations and medical benefits.

An agreement for office workers at the International Harvester plant in Hamilton was signed earlier this year, with the same terms as applied to plant workers. No wage increase was provided but a pension plan was brought under the terms of the collective agreement.

Transportation. A new one-year agreement provides a 5-cent-an-hour wage increase for Hamilton bus drivers. The agreement was reached by the Hamilton Street Railway Company and the union, the Amalgamated Association of Street, Electric Railway and Motor Coach Employees (AFL-TLC).

Printing Trades. Two new collective agreements were reached covering printing tradesmen. In Toronto, about 900 pressmen, represented by the International Printing Pressmen and Assistants' Union of North America (AFL-TLC), received an immediate 8-cent-an-hour increase under a new master agreement. An industry-wide pension plan was agreed upon, to be put in effect before October 10, 1954. If such a plan is not in effect by that date, employees are to receive a further 7-cent-an-hour increase in lieu of it. Printing tradesmen in St. John's, Nfld., represented by the St. John's Allied Printers' Union, agreed to extend their present agreement to May 1, 1954, with a wage increase of five per cent.

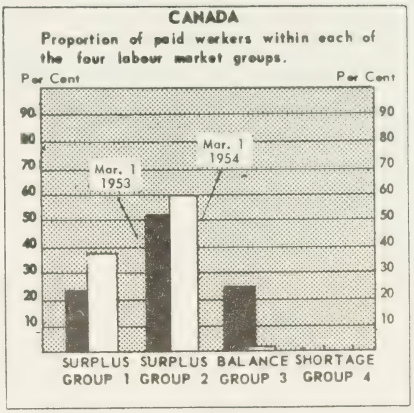
Steel Products. The General Steel Wares of Canada Limited reached agreement with the United Steelworkers of America (CIO-CCL) representing some 2,500 employees in Ontario and Quebec plants, providing for a wage increase of three cents per hour, retroactive to January 1, to be followed by a further 2-cent increase next July 1, and other benefits.

Primary Textiles. Recent discussions of the primary textiles industry and its problems create considerable interest in bargaining in this industry. Examination of agreements in the larger firms of the industry shows that most textile firms have bargained within the last three months, or are to bargain later this year.

During most of the post-war years, wage increases in this industry have been higher than the average for manufacturing generally, when taken on a percentage basis. The index of wage rates in primary textiles rose by 100.9 per cent between 1945 and 1952, whereas the index for manufacturing rose by 89.5 per cent over the same period. In terms of actual cents per hour, however, the increases have tended to be slightly less. Average weekly earnings in primary textiles rose by $21.58 between 1945 and 1952, whereas the average increase for manufacturing was $23.46, or almost two dollars more. Since 1952, however, wages in textiles have been less active. An examination of some of the larger collective agreements signed in 1953 shows that most firms granted increases of approximately five cents. In many of the other agreements no wage change was provided. This year, one large firm which has already settled for 1954, Canadian Celanese at Drummondville with the Textile Workers Union of America (CIO-CCL), made no increase in wages. An independent union at the Dominion Woollen and Worsted Plant in Hespeler agreed recently to a reduction in rates.

Manpower Situation in Local Areas

EMPLOYMENT continued to decline slightly during February but it appeared that the seasonal downturn was coming to a halt. By the middle of the month, the weekly increase in workers registered for jobs with the National Employment Service had dropped to 3,000 from an average of more than 25,000 in January. At the same time, job vacancies reported showed a slow but steady increase.



In the monthly survey of 109 labour market areas,[1] nine were reclassified in terms of changes in available labour supply. The result was a net increase of two areas in the substantial labour surplus category and a corresponding decrease in the moderate surplus category. At the beginning of March, 57 areas had substantial labour surpluses, 48 had moderate labour surpluses and four had a balanced labour demand-supply situation, compared with 35 areas with substantial surpluses, 52 with moderate surpluses and 22 in balance last year.

The relatively small increase in unemployment during the month was concentrated in the two most easterly regions of the country. In large part, it was the result of the completion of pulp cutting operations before alternative work was available in agriculture, construction and shipping. In British Columbia, on the other hand, the weather made possible a steady return of workers to construction and lumbering occupations. Overall labour requirements in Ontario and the Prairie Provinces showed little change from the preceding month.

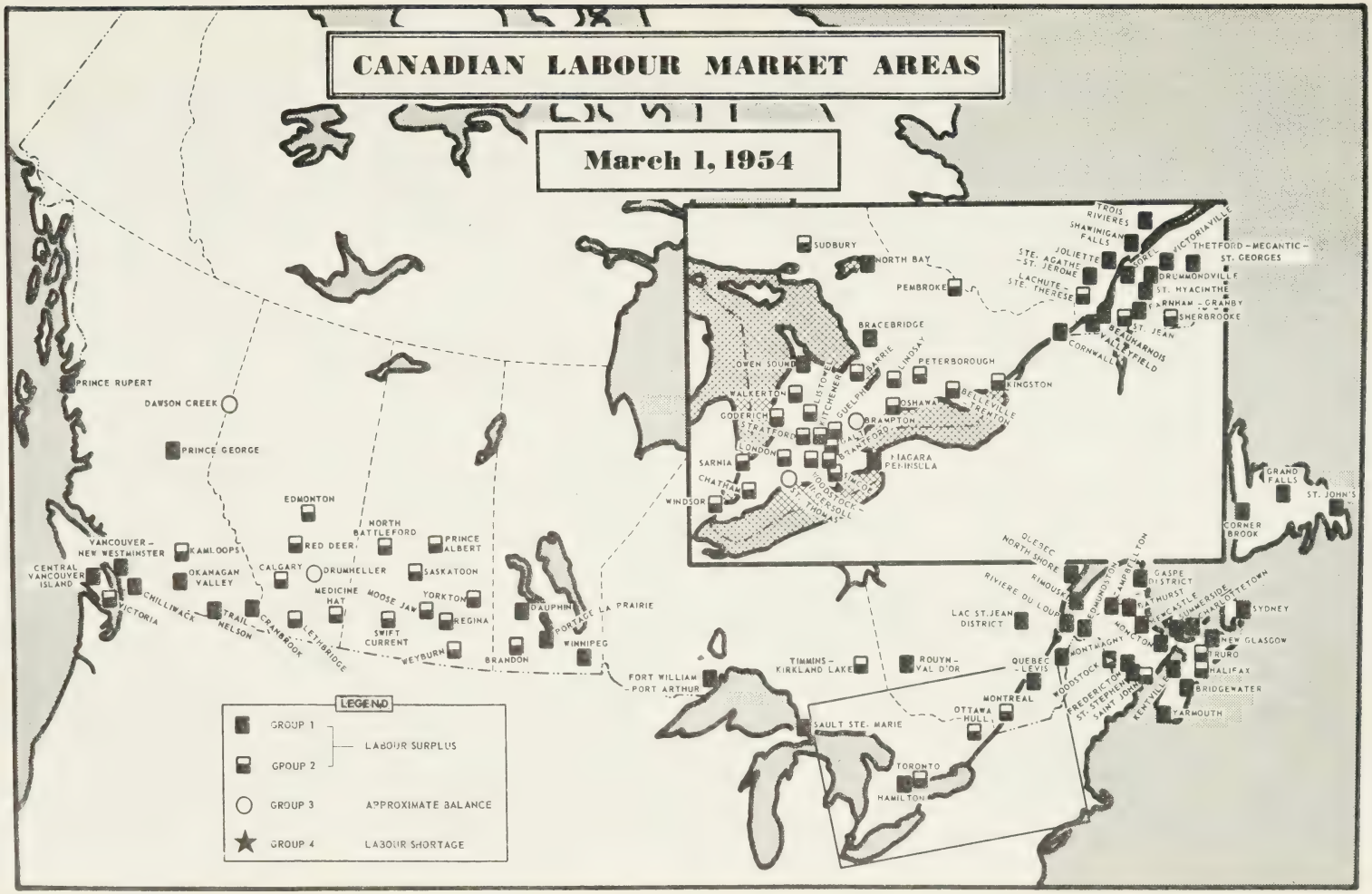
[1] As a result of minor modifications, the number of areas in the survey has been reduced from 111 to 109. For further details see inside back cover, *Labour Gazette*.

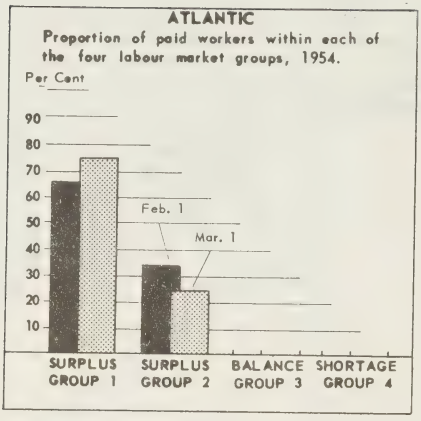
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Mar. 1 1954	Mar. 1 1953	Mar. 1 1954	Mar. 1 1953	Mar. 1 1954	Mar. 1 1953	Mar. 1 1954	Mar. 1 1953
Metropolitan	5	3	6	6	–	2	–	–
Major Industrial	13	9	14	14	–	4	–	–
Major Agricultural	3	3	11	8	–	3	–	–
Minor	36	20	17	24	4	13	–	–
Total	57	35	48	52	4	22	–	–

* See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, MARCH 1, 1954

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (Labour force 75,000 or more)	Hamilton Quebec – Levis St. John's Vancouver – New Westminster Winnipeg	Calgary Edmonton Montreal Ottawa – Hull Toronto Windsor		
MAJOR INDUSTRIAL AREAS (Labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham – Granby Fort William – Port Arthur Joliette Lac St. Jean Moncton Niagara Peninsula New Glasgow Rouyn Val d'Or Shawinigan Falls Sydney Trois Rivières	Brantford Guelph Halifax Kingston Kitchener London Oshawa Peterborough Saint John Sarnia Sherbrooke Sudbury Timmins – Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (Labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Thetford – Megantic – St. Georges	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton		
MINOR AREAS (Labour force 10,000 – 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Montmagny Newcastle North Bay Okanagan Valley Owen Sound Portage la Prairie Prince George Prince Rupert Quebec North Shore Rimouski Sault Ste. Marie Sorel Ste. Agathe – St. Jérôme St. Hyacinthe St. Stephen Summerside Trail – Nelson Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville – Trenton Galt Goderich Kamloops Lachute – Ste. Thérèse Lindsay Listowel Medicine Hat Pembroke Simcoe St. Jean Stratford Swift Current Truro Walkerton Weyburn Woodstock – Ingersoll	Brampton Dawson Creek Drumheller St. Thomas	


CANADIAN LABOUR MARKET AREAS
March 1, 1954
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
CHILLIWACK
VICTORIA
TRAIL – NELSON
CRANBROOK
CALGARY
DRUMHELLER
LETHBRIDGE
MEDICINE HAT
NORTH BATTLEFORD
RED DEER
PRINCE ALBERT
SASKATOON
MOOSE JAW
SWIFT CURRENT
YORKTON
REGINA
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
FORT WILLIAM – PORT ARTHUR
SUDBURY
NORTH BAY
PEMBROKE
BRACEBRIDGE
OWEN SOUND
WALKERTON
GODERICH
STRATFORD
LONDON
SARNIA
CHATHAM
WINDSOR
KITCHENER
GUELPH
BARRIE
LINDSAY
PETERBOROUGH
OSHAWA
BRAMPTON
BRANTFORD
HAMILTON
NIAGARA PENINSULA
WOODSTOCK
INGERSOLL
ST. THOMAS
KINGSTON
BELLEVILLE
TRENTON
CORNWALL
TROIS RIVIERES
SHAWINIGAN FALLS
VICTORIAVILLE
THETFORD – MEGANTIC – ST. GEORGES
JOLIETTE
STE. AGATHE – ST. JEROME
LACHUTE – STE. THERESE
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM – GRANBY – SHERBROOKE
ST. JEAN
BEAUHARNOIS
VALLEYFIELD
QUEBEC NORTH SHORE
RIMOUSKI
RIVIERE DU LOUP
LAC ST. JEAN DISTRICT
GASPE DISTRICT
EDMUNDSTON
CAMPBELLTON
BATHURST
NEWCASTLE
SUMMERSIDE
CHARLOTTETOWN
SYDNEY
NEW GLASGOW
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
MONCTON
MONTMAGNY
QUEBEC – LEVIS
FREDERICTON
ST. STEPHEN
SAINT JOHN
KENTVILLE
MONTREAL
OTTAWA – HULL
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
SAULT STE. MARIE
TORONTO
GRAND FALLS
ST. JOHN'S
CORNER BROOK
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE



SEASONAL decreases in employment continued in the Atlantic region during February. Construction accounted for the heaviest lay-offs but substantial numbers of workers were released in the mining, fishing transportation and lumbering industries. In addition to these seasonal declines, market conditions and other factors caused further reductions in production and employment during the month in some manufacturing plants, particularly in the iron and steel, boot and shoe, woodworking and textile industries. By February 20, the number of persons working full time was estimated to have dropped to 376,000, a decline of 14,000 from the previous month.

During the last 12 months, there has been some decline in employment in almost all industries in the Atlantic region. Transportation equipment manufacturing was the exception, increasing by nine per cent in New Brunswick and six per cent in Nova Scotia. The greatest year-to-year reduction in employment occurred in forestry in Newfoundland and New Brunswick, and in manufacturing in Nova Scotia. Since logging is the leading industry in large sections of New Brunswick during the winter months, the year-to-year drop in forestry employment, amounting to 30 per cent at January 1, was the principal cause of excessive labour supplies. Three areas with moderate surpluses in the previous month came into the substantial surplus category during February. This left three areas with moderate surpluses and 18 with substantial labour surpluses, compared with eight and 13 respectively a year earlier.

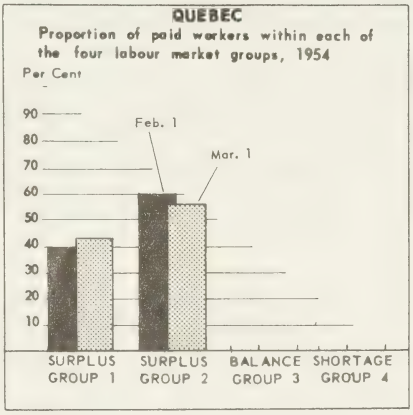
Metropolitan Areas. The substantial labour surplus which existed in St. John's at the beginning of February increased during the month, as small lay-offs occurred in a number of activities in the area. Activities such as the manufacture of rubber products, wood working and fish processing, together with mining and rail transportation, accounted for most of the reduction in employment. Some workers were also released from construction. While lay-offs in these industries were predominantly seasonal, the total number of persons released was greater than a year earlier.

Major Industrial Areas. The seasonal upswing in waterfront activity was sufficient to offset employment declines in construction and manufacturing in Halifax and Saint John. As a result, these areas remained in the moderate surplus category. In the major industrial areas, the substantial labour surpluses that existed in January continued to increase during February. The most pronounced contractions in employment occurred in confectionery, woodworking and textile plants in Moncton, iron and steel manufacturing in Sydney, transportation equipment in New Glasgow and construction in Corner Brook.

Major Agricultural and Minor Areas. Labour surpluses increased in Grand Falls, Bridgewater and Kentville, bringing all the major agricultural and minor areas, except Truro, into the substantial surplus category. Unemployment increased in Kentville mainly as a result of layoffs in the textile industry, and in Grand Falls and Bridgewater following the release of workers from logging camps.

QUEBEC

EMPLOYMENT again declined in the Quebec region during February as hauling operations were completed in the logging industry. However, employment was beginning to rise again in the consumer goods industries, although the increase was slightly less than usual for the time of year. It was estimated that 1,365,000 persons were at work in the Quebec region at February 20. This was 24,000 fewer than at the beginning of the month and 20,000 fewer than at the same date last year.



At the beginning of the year, employment in the textile industry recorded a year-to-year decline of 17 per cent and the work week was reduced from 44.8 to 41.6 hours. Although many textile workers were unemployed at the end of February, some of those released earlier had withdrawn from the labour force and others were able to find alternative employment in trade, service and other industries.

A substantial labour surplus developed in the Rouyn-Val d'Or area during the month, bringing the total number of local labour market areas in the substantial surplus category to 20 at the beginning of March. The four remaining areas, Montreal, Sherbrooke, St. Jean and Lachute-Ste. Thérèse, continued to have moderate surpluses.

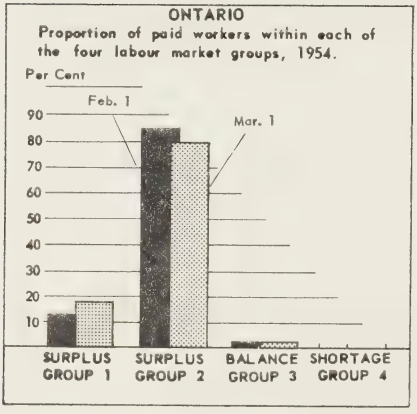
Metropolitan Areas. Although workers were gradually returning to employment in the rubber, food processing and clothing industries in Montreal, relatively few hirings occurred in the labour market as a whole. The numbers applying for work at NES offices increased during February and by the end of the month were almost two-thirds larger than at the same time last year. The area, however, remained in the moderate labour surplus category.

The employment situation in Quebec City showed little change during February. Only small numbers of workers were being rehired in the boot and shoe industries. On the other hand, unemployment increased among loggers and the substantial labour surpluses that had developed in the area three months before continued during February.

Major Industrial Areas. Substantial labour surpluses existed in all major industrial areas except Sherbrooke at the beginning of March. The reduced labour requirements in Farnham-Granby resulted mainly from the low levels of employment in textiles. Workers were returning to work in the mines in the Rouyn-Val d'Or area following a settlement of a four-month strike of gold and copper miners and mill workers. An increase in unemployment among loggers, however, brought the area into the substantial labour surplus category during the month.

Major Agricultural and Minor Areas. Substantial labour surpluses continued in all the major agricultural and minor areas except St. Jean and Lachute-Ste. Thérèse during February. These two areas, which have a greater variety of industries, remained in the moderate surplus category. Further increases in unemployment in the Gaspé, Rimouski and Quebec North Shore areas during the month reflected the decline in activity in the logging industry. Unemployment levels in Valleyfield, Drummondville and St. Hyacinthe, on the other hand, showed little change during the month.

ONTARIO



LABOUR requirements in Ontario declined slightly during February as woods hauling was completed and construction remained seasonally inactive. Scattered lay-offs and short time continued in manufacturing industries. A slight decline (4,000) occurred in the number of workers employed full time, bringing the total by the end of February to 1,657,000, still about 12,000 higher than at the same time a year ago.

Unemployment in the Ontario region increased slightly during February, the seasonal upturn in employment activity apparently developing somewhat later this winter than last. Construction employment increased only slightly during the month. Log cutting and hauling was completed in many areas and in others the mild weather in the latter part of February brought further hauling operations to a halt. Seasonal employment increases occurred in some clothing, furniture and agricultural implement industries but the demand for spring clothing lines has been slow and some furniture plants were still operating at reduced levels. Lay-offs and short time continued in the textile, fur, leather, and iron and steel industries.

Changes in employment levels in the region resulted in changes in classification of only a few labour market areas during the month. The surplus was sufficiently reduced in Brantford to bring it from the substantial to the moderate surplus category while the Niagara Peninsula and

North Bay areas moved from the moderate to the substantial group. At the end of the month Brampton and St. Thomas still had approximately balanced labour markets, 25 areas had moderate and seven had substantial labour surpluses.

Metropolitan Areas. Little change occurred in labour requirements in the metropolitan areas during February. In both Hamilton and Toronto the number of workers affected by short time and lay-offs in the manufacturing industries remained at an almost constant level, as workers recalled in some plants offset those laid off in others. Construction employment remained low in all four metropolitan areas, although some improvement was evident in Ottawa by the end of February. The release of woods workers from nearby districts, however, caused a slight increase in total unemployment in the Ottawa-Hull area during the month. Some increase in employment in the automotive industry in Windsor was offset by declines in some of the automotive part plants and in a chemical firm.

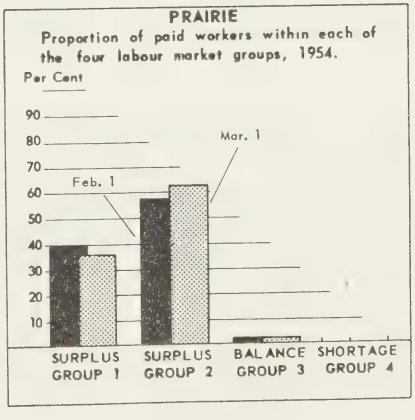
Mechanical engineers, particularly those with Canadian experience, are in short supply in Windsor and Toronto and there is a strong demand for electrical and electronic engineers, technicians and draftsmen in Toronto, with very few available.

Major Industrial Areas. Slight increases in unemployment occurred in many of the major industrial areas during February but only the Niagara area shifted into the substantial surplus category. A large number of workers were released from the hydro-electric development in Niagara Falls, increasing the labour surplus in that area. On the other hand, the surplus in Brantford was reduced as temporary seasonal employment increases occurred in the agricultural implement industry.

Major Agricultural and Minor Areas. Most of the major agricultural and minor areas continued in the moderate surplus category, although Brampton and St. Thomas had balanced labour markets and Bracebridge, North Bay, Owen Sound, and Sault Ste. Marie had substantial surpluses.

PRAIRIE

GENERAL economic activity in the Prairie Provinces reached the winter low and began to increase slowly during February. The situation was reflected in the number of persons working full time, which amounted to 774,000 in the third week of the month. This figure represented a gain of 10,000 over the previous month, although it was 18,000 lower than a year earlier.



During December and January, non-agricultural employment in the region dropped below last year's levels. The decline reflected, in part, the effect on construction

work of unusually severe weather. In addition, manufacturing employment was down in all three provinces and the effect of smaller grain shipments also began to show up in railway employment. This situation remained virtually unchanged through most of February. Toward the end of the month, however, there was a slight increase in labour requirements indicating that, while no appreciable upswing in employment could be expected before spring, the level of general economic activity had reached its low point for the winter.

During February the labour surplus in Lethbridge was reduced from substantial to moderate proportions, while the surplus in Fort William-Port Arthur increased. With these exceptions, no change occurred in local labour market conditions. At the beginning of March, labour demand and supply were in balance in two areas, while labour surpluses were substantial in four and moderate in 14 areas.

Metropolitan and Major Industrial Areas. In contrast to the sharp increases of the previous month, unemployment in the three metropolitan areas showed no change during February. Employment in railways and food processing in all three centres continued below last year's levels and additional lay-offs were reported in the iron and steel industry. On the other hand, labour demand in some manufacturing industries and in agriculture was gradually increasing and milder weather permitted the the recall of workers to construction jobs. The clothing industry in Winnipeg, in which employment had dropped 20 per cent below last year's level, showed a steady gain and some of the workers previously laid off from aircraft manufacturing and the railways were recalled.

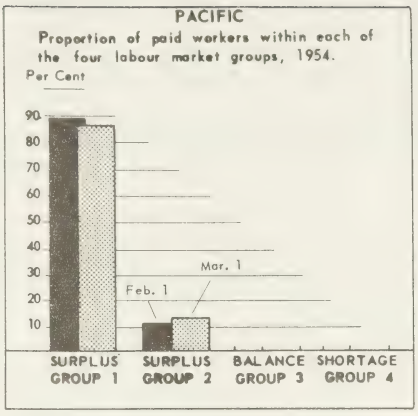
Employment in the more important industries of Fort William-Port Arthur continued to fall during February. Sharp reductions in grain shipments resulted in additional lay-offs of grain elevator and railway crews. Additional employment reductions occurred in shipyard and aircraft manufacturing firms and in woods work. Labour surpluses were greater than last year in almost all occupations and were not expected to decrease appreciably before the opening of lake shipping and the beginning of the construction season.

Major Agricultural and Minor Areas. During February, labour supplies increased slightly in 11 areas and decreased slightly in six. Labour supply and demand were in balance in two areas, Drumheller and Dawson Creek, unchanged from the first of February. Substantial labour surpluses continued in Dauphin and Portage la Prairie, largely because of the relative lack of winter construction. The only area to change classification was Lethbridge, where increasing employment in construction, transportation and agriculture was sufficient to bring the area from the substantial to the moderate surplus category, in spite of relatively heavy lay-offs in the coal mining industry. A moderate labour surplus persisted in Regina, although the expansion of industrial capacity created shortages of pipe fitters and welders.

PACIFIC

EMPLOYMENT conditions in the Pacific region improved moderately in February, partly because of the termination of the strike in the lumber industry and partly because slightly better weather allowed some increase

in activity in logging, sawmilling and construction. This seasonal rise in outdoor activity was reflected in full-time employment, which rose from 327,000 in January to 340,000 at February 20. This total, however, was 20,000 lower than a year earlier.



Although the strike in the lumber industry ended late in January, full-scale lumber and logging operations were prevented by impassible roads caused by snow and mild weather. Work was resumed, however, on many construction projects but adverse weather still limited operations. Pulp and paper mills continued to operate at capacity, no significant change occurred in the employment situation in the coal and base metal mining industries and employment in manufacturing increased slightly during the month. The outlook for the fishing industry improved following the announcement of a $5-million United Kingdom contract and the reopening of the Australian market.

Although employment increased moderately in the region during the month, only one labour market area, Kamloops, was reclassified – from the substantial to the moderate labour surplus category. At March 1, eight areas were in the substantial and two in the moderate labour surplus category, compared with six in the former and four in the latter category a year earlier.

Metropolitan and Major Industrial Areas. In the Vancouver-New-Westminster area, increased hirings, mainly in logging, sawmilling, construction and to a lesser extent in manufacturing, resulted in a marked decrease in unemployment. The labour surplus however, was still substantial.

In the Victoria area, labour surpluses declined during February, although lumbering operations were retarded by adverse weather and low log stocks. Wet weather slowed down work on all major construction projects but there was some increase in shipbuilding employment.

Minor Areas. No major changes in labour demand occurred in the minor areas. Logging was hampered generally by snow or mild weather. Most sawmills were operating but some at reduced levels because of weather conditions and temporary log shortages. Little change occurred in the employment levels of construction and mining in these areas during the month.

Current Labour Statistics

(Latest available statistics as of March 10, 1954)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	Feb. 20	5,230,000	− 0.2	+ 0.7
Persons at work 35 hours or more	Feb. 20	4,442,000	− 0.5	− 1.7
Persons at work less than 35 hours	Feb. 20	354,000	− 1.1	+ 10.3
Usually work 35 hours or more	Feb. 20	160,000	− 7.0	+ 28.0
On short time	Feb. 20	56,000	+ 3.7	+ 69.7
Usually work less than 35 hours	Feb. 20	194,000	+ 4.3	− 1.0
Persons with jobs not at work	Feb. 20	122,000	−12.2	− 30.7
Usually work 35 hours or more	Feb. 20	117,000	−13.3	− 31.6
Usually work less than 35 hours	Feb. 20	*	0.0	0.0
Persons without jobs & seeking work	Feb. 20	312,000	+ 11.4	+ 74.3
Persons not in the labour force	Feb. 20	4,909,000	+ 0.5	+ 2.6
Registered for work, NES (b)				
Atlantic	Feb. 18	77,565	+ 8.8	+ 27.8
Quebec	Feb. 18	184,604	+ 8.5	+ 38.0
Ontario	Feb. 18	148,674	+ 4.6	+ 53.7
Prairie	Feb. 18	78,115	+ 8.2	+ 43.8
Pacific	Feb. 18	69,961	+ 3.0	+ 24.5
Total, all regions	Feb. 18	558,919	+ 6.7	+ 39.1
Ordinary claims for Unemployment Insurance benefit	Feb. 1	494,831	+ 26.5	+ 39.5
Amount of benefit payments	January	$25,149,945	+ 49.0	+ 36.4
Index of employment (1949 = 100)	Jan. 1	110.2	− 3.4	− 2.5
Immigration	January	8,080	−28.1	−
Industrial Relations				
Strikes and lockouts − days lost	February	52,270	−	+ 281.6 (c)
No. of workers involved	February	4,631	−	+ 148.0 (c)
No. of strikes	February	17	−	+ 24.0 (c)
Earnings and Income				
Average weekly wages and salaries	Jan. 1	$56.67	− 2.5	+ 5.3
Average hourly earnings (mfg.)	Jan. 1	$1.40	+ 1.4	+ 4.8
Average hours worked per week (mfg.)	Jan. 1	41.3	+ 0.2	− 2.1
Average weekly earnings (mfg.)	Jan. 1	$57.99	+ 1.7	+ 2.5
Consumer price index (av. 1949 = 100)	Feb. 1	115.7	0.0	+ 0.2
Real weekly earnings (mfg. av. 1949 = 100)	Jan. 1	120.1	+ 1.8	+ 2.5
Total labour income $000,000	December	989	− 0.6	+ 5.0
Industrial Production				
Total (average 1935 − 39 = 100)	December	237.7	− 5.2	+ 0.8
Manufacturing	December	250.8	− 4.9	+ 0.8
Durables	December	312.2	− 0.9	+ 2.5
Non-Durables	December	211.5	− 8.4	− 0.9

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

H. R. Rutherford, Director Of LMCS, Died in Feb.

Hugh Roswell "Ross" Rutherford, Executive Director of the Labour-Management Co-operation Service of the Department of Labour, died suddenly at his home in Ottawa February 7. He was 62 years of age.

The Deputy Minister of Labour, A. H. Brown, in tribute to Mr. Rutherford said: "He was a sincere and faithful public servant, and spared no effort in his work of bridging labour and management together in productive matters. His passing is a great personal loss to the Hon. Mr. Gregg and myself and all of his friends and fellow workers in the Department."

Born in Springfield, Long Island, N.Y., Mr. Rutherford attended the University of Toronto, from where he was graduated in 1915 with the Bachelor of Arts degree. Later he attended a post-graduate course at the London School of Economics.

Mr. Rutherford served in the First World War, first as a Private in the 5th Field Ambulance and later as a Lieutenant in the 27th (City of Winnipeg) Battalion.

Prior to his work with the Government he had been on the staff of the Metropolitan Life Insurance Company in New York and several Canadian publications.

In 1943 Mr. Rutherford joined the Department of Labour and had served as head of the Labour-Management Co-operation Service since 1944.

New Officers Named to Labour Relations Board

Bernard Wilson, who has been Secretary of the Canada Labour Relations Board, has been appointed Chief Executive Officer of the Board. He replaces M. M. Maclean, who has given up his duties with the Board because of the pressure of other duties. Mr. Maclean is an Assistant Deputy Minister and Director, Industrial Relations Branch.

Mr. Wilson will continue as Assistant Director, Industrial Relations Branch.

J. Lorne MacDougall, an industrial relations officer in the Department, has been named Secretary of the Labour Relations Board as successor to Mr. Wilson. Mr. MacDougall has been the Board's chief reviewing officer.

The new duties of the Board's officers will be in addition to their regular duties with the Department.

S. R. Ross New Supervisor Of Trades Training

Stewart R. Ross, former vocational school principal at Windsor, Ont., has been appointed Supervisor of Trades Training in the Department of Labour. He succeeds Joseph H. Ross, former Director of Vocational Training for Alberta, who, although superannuated from the Alberta government service, entered the federal government service on a temporary basis until a suitable appointee could be found.

The job of the Supervisor of Trades Training is to promote all forms of trade training in co-operation with provincial authorities under the provisions of the Vocational Training Co-ordination Act, with particular emphasis on the encouragement and development of apprenticeship.

Mr. Stewart Ross, a graduate of the University of Toronto, was Principal of the W. D. Lowe Vocational School in Windsor.

James McGregor Named Chief Claims Officer, UIC

The Unemployment Insurance Commission has announced the appointment of James McGregor as Chief Claims Officer. Mr. McGregor succeeds Col. H. S. Relph, who retired because of ill health.

Mr. McGregor joined the staff of the Unemployment Insurance Commission in January 1942 after several years' life insurance work.

Having served as Supervisor of Insurance in the Toronto local office, he came to Ottawa in 1946 and later became Assistant to the Director of Unemployment Insurance.

Col. Relph was appointed to the Commission in March 1941 as Chief Insurance Reviewing Officer. Previously he had been engaged in legal work in Western Canada, and for the federal Government.

Sweden's labour court last month celebrated its 25th anniversary. Since 1929 the court's seven judges have handled 3,000 cases, the majority brought by unions.

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C. J. Sly, Training Officer, Becomes CSAO Organizer

C. J. (Cliff) Sly, Staff Training Officer, Department of Labour, has left the Department to become Director of Organization and Membership of the Civil Service Association of Ottawa. His CSAO appointment was effective March 1.

During his 18 years of service with the Department, Mr. Sly established a record of outstanding competency and understanding in dealing with the intricate and complex problems of personnel and guidance in relation to Government administration.

After two years of study in Applied Science at Queen's University, followed by a term of employment in industry, Mr. Sly joined the Department of Labour in 1936, working first on occupational and industrial classifications, and then on the supervision of the collection and compilation of manpower statistical data.

Since 1946, he has specialized in the personnel field, mainly training and counselling, but also having responsibility for promotion competitions, appointments and establishments, staff pay, superannuation and leave.

Complementary to his official duties in the Department, he is a continuing member of the Civil Service Assembly of the United States and Canada, an international organization dealing with personnel practices in government agencies. In this capacity he represented the Department at conventions in both countries.

He was the first secretary of the Staff Training Institute of the Public Service of Canada and was a member of an interdepartmental committee studying counselling.

Mr. Sly participated in the organization of the Edna Inglis Nursing Division and the Colonel By Ambulance Division of the St. John Ambulance and is now superintendent of the latter.

TLC, CCL Submit Joint Brief on Unemployment

In a joint submission to the federal Cabinet on February 11, the Trades and Labour Congress of Canada and the Canadian Congress of Labour urged a five-point program to cope with unemployment.

Receiving the representatives of the joint labour delegation were the following members of the Cabinet: Hon. Milton F. Gregg, Minister of Labour, who was chairman; Hon. D. C. Abbott, Minister of Finance; Hon. Lionel Chevrier, Minister of Transport; Hon. James Sinclair, Minister of Fisheries; and Hon. Jean Lesage, Minister of Northern Affairs and National Resources.

The joint delegation was led by TLC President Percy R. Bengough, CCL President A. R. Mosher and Gordon G. Cushing and Donald MacDonald, Secretary-Treasurers of the TLC and the CCL respectively.

The proposed programs' five points were:—

1. Amendment of the Unemployment Insurance Act this session to provide a reduction in the number of waiting days and the establishment of higher benefit categories;

2. Inauguration of a nation-wide program of public assistance with the co-operation of the provinces and the local municipalities to provide for those unemployed workers and their families not covered by unemployment insurance;

3. Speeding-up of the Government's public works program wherever possible;

4. Acceleration of home building in Canada to provide new job opportunities;

5. Increasing of aid to under-developed countries to develop markets for Canadian goods.

The brief declared that: "Present unemployment is far beyond 'frictional' or 'seasonal'. It is neither localized in particular industries nor in particular geographical areas. Whatever the causes of this alarming situation, it is clear that something drastic is happening to the Canadian economy and that something must be done about it."

In conclusion, the TLC-CCL presentation said: "When unemployment reaches the proportions now being experienced in Canada, it has more than economic effects. It carries with it social problems and political potentials which cannot be ignored.

"Unemployed workers and their families must be relieved of their hardship and suffering. But equally important, we must create and maintain a stable Canada, economically, socially and politically."

Dealing with the brief, Mr. Gregg, referring to the current unemployment statistics quoted in the unions' brief (550,000), explained that the unplaced applicant figure issued monthly by the Department of Labour did not in fact, nor was it intended to, indicate the actual numbers out of work. This figure merely indicated the number of persons who at any given time had applied for jobs to the National Employment Service offices. A

fair proportion of this total would be persons who, although actually employed, were seeking more suitable work and persons who might have been temporarily laid-off. This total also likely included a number of agricultural workers who were in the habit of seeking alternative employment during the slack winter season on the farms. Seasonal workers would of course make up a fairly large proportion of the unplaced applicant total. On the other hand, the figures issued monthly by the Bureau of Statistics resulted from a sample survey of persons actually out of work and seeking jobs. It was possible to get a misleading idea of the unemployment situation.

He noted that in the delegation's first recommendation it was suggested that provision should be made to extend unemployment insurance benefits to those workers who were still unemployed and unable to find jobs when their regular benefit rights had been exhausted and that the full costs of such extended benefits should be borne by the Consolidated Revenue Fund. He pointed out that the Government would be hard put to defend such additional and gratuitous payments to persons normally covered by unemployment insurance when no similar provisions were being made in respect of those jobless workers not covered by the Unemployment Insurance Act.

The Minister of Labour also pointed to some of the real difficulties involved in establishing a nation-wide public assistance program as suggested by the unions. Any such action would have to be recommended through the provinces and municipalities. To date the only such representation had come from Hamilton.

Mr. Abbott, Minister of Finance, told the delegation that the continuance of unemployment insurance benefits after entitlement has been exhausted would in fact constitute direct relief. In this connection, he reminded union representatives that there was a serious constitutional problem involved in establishing any nation-wide relief scheme. Furthermore, the tax rental agreements which had been in effect since the Second World War and in which nine of the ten provinces now participated, had been designed precisely for the purpose of placing all the provinces in a position where they could adequately discharge the various responsibilities placed on them by the Constitution.

He considered that not only the Government but responsible organizations such as the TLC and the CCL should be mindful of the real harm that might be done by painting too gloomy a picture regarding employment opportunities during the coming year. Canada had been operating at a very high economic level during the past few years and present economic forecasts were to the effect that capital investment during 1954-55 would be at least as great, if not greater, than in 1953-54. Government spending would also be substantial. Government estimates for civilian purposes during the coming year would be about the same rate as last, but it was anticipated that a relatively greater proportion of the money voted would actually be spent during the coming year than has been the case in 1953-54. Furthermore, defence expenditures would be very heavy, and defence estimates on construction alone during the coming year totalled some $300 million.

Canada has been at such a level of activity that it was not unnatural that there should be some levelling off.

Mr. Bengough asked Mr. Abbott whether he thought the unemployment situation was not serious.

Mr. Abbott said he would not call it serious but it was unpleasant with more unemployment than he liked to see. It was serious for any man to be unemployed.

"Something should be done about it," said Mr. Bengough.

"We have not reached the millennium and if we can't sell our products some of us will be out of work; that is one of the reasons we have unemployment insurance," said the Minister.

"No, that was obtained because we built a fire under the Government for years," said Mr. Bengough.

Mr. Mosher said the federal Government should decide on a policy rather than wait for large groups of unorganized workers to ask help. In some of the larger cities, such as Toronto and Calgary, there already were bread lines and soup kitchens.

With reference to the unions' recommendation concerning Canadian assistance to under-developed countries, Mr. Abbott pointed out that Canada was now making substantial payments to these countries under the Colombo Plan. Furthermore, the Canadian subscription to the International Bank for Reconstruction was indirectly helpful in maintaining a high level of employment in Canada, as some of the financing done by the Bank resulted in the placing of substantial contracts by foreign countries in Canada. He cited, as an

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example, the recent Latin American orders for a number of Canadian-built locomotives which would ensure the continued employment of a considerable number of workers in that industry for some time.

The Minister of Transport, Mr. Chevrier, briefly outlined the relatively large number of projects that his department would undertake during the coming year. He also said something of the employment opportunities, both direct and indirect, that would be afforded when the seaway and power project got underway in the St. Lawrence. There was now every indication that work on these projects might well commence during the coming summer, he said.

The Minister of Fisheries, Mr. Sinclair, pointed out that the problem in the fishing industry was not a lack of work but the difficulties experienced in obtaining and holding stable markets for the product. In this latter respect, however, some real progress had been made and it was hoped that no serious problems would arise in any of the Atlantic or Pacific provinces with the possible exception of Newfoundland. He mentioned in passing that he had been gratified at the last Colombo Plan meeting to be able to state that the Plan had been fully endorsed by the two major trade unions of Canada. This was not the case in many other countries and he felt that the Trades and Labour Congress and the Canadian Congress of Labour were deserving of congratulations for the stand they had taken in this matter.

The Minister of Northern Affairs and National Resources, Mr. Lesage, stressed the Government's increasing efforts to ensure the constant and most beneficial development of our natural resources. He also referred to the fact that because of the remarkable technological developments of the last few years, manual labour was in many cases being replaced by machines. Although this might cause an immediate disturbance in the labour market, it would eventually result in benefits to the workers in the form of equal pay for shorter hours, etc.

Stating that officials of his department were now engaged in reviewing employment questions generally, Mr. Gregg invited the TLC and CCL to nominate representatives to sit in on the practical discussions and present their views.

Concluding the meeting, CCL Secretary-Treasurer Donald MacDonald declared: "We are responsible organizations and the fact that we are in a joint presentation should be proof of the seriousness with which we regard the situation."

Labour Delegations Urge Action on Unemployment

In February representatives of organized labour, accompanied on one occasion by leaders of farmers' unions, made several appearances before the Cabinet seeking government measures to relieve unemployment. At the same time the House of Commons was debating a resolution calling for the appointment of a select committee "for the purpose of examining into and reporting upon the actual unemployment situation throughout Canada and for the purpose of making recommendations as to short-term and long-term methods for dealing effectively with this problem".

Elsewhere in the unemployment picture revival of unions of jobless workers has been reported, an independent textile workers union has accepted a pay cut and the International Woodworkers of America (CIO-CCL) has demanded a program for the building of one million homes to sell with a 10-per-cent down payment as one method of alleviating unemployment.

Meanwhile the Dominion Bureau of Statistics has reported that Canadian labour income declined by $14,000,000 between the end of October and the end of November.

But in the House of Commons debate, Hon. Milton F. Gregg, Minister of Labour, said an expression such as "a national catastrophe" used to describe the situation was "not only untrue but one which reflects upon our faith in an economy in which we can take a good deal of justifiable pride". And in his report to the annual meeting of the Chartered Trust Company, President Rolph Corson said he was not pessimistic for 1954. "Although we may not have as good a year as in 1953, it should be very satisfactory," he said.

In mid-February the Trades and Labour Congress of Canada, the Canadian Congress of Labour and the Alberta, Saskatchewan, Manitoba and Ontario Farmers' Unions established the Canadian Farmer-Labour Economic Council to map a program "to fight recession".

A few days earlier, a joint delegation from the United Automobile Workers (CIO-CCL) and the United Steelworkers of America (CIO-CCL) told the Cabinet that the farm implement industry was in a "serious recession" and suggested five measures to rehabilitate it. The unions urged the restoration of farm buying power by protecting farm prices, giving farmers more control over marketing of their products, exerting stricter action against

combines, lowering interest rates under the Farm Improvement Loans Act and by government purchases of surplus food.

Later in the month the UAW sent a 125-man delegation to Parliament with a program to "keep Canada at work". George Burt, Canadian Director of the union, met with Labour Minister Gregg and Health Minister Martin.

At the beginning of March the International Union of Mine, Mill and Smelter Workers (ind.) presented a brief to the Cabinet seeking government action on the unemployment "crisis". Labour Minister Gregg said he could not agree with the union's estimate of 700,000 unemployed by mid-March. "The figures will be nothing like that," Mr. Gregg said.

The IWA house-building program was adopted at a convention in Vancouver in early February. The program, the union said, had three purposes: to provide housing for the homeless, employment for the unemployed and a use for surplus Canadian materials.

The union voting to accept a pay cut was the Woollen Workers' Union of Hespeler (ind.). The proposal of the company, Dominion Woollen and Worsted Limited, was first rejected by the employees, then accepted after the proposed wage cut was reduced.

Labour Minister Speaks In Unemployment Debate

Extracts from the statement of Hon. Milton F. Gregg, Minister of Labour, given in the House of Commons February 15 during the debate on unemployment, appear below.

Mr. Gregg was speaking on a motion, moved by Howard C. Green, Member of Parliament for Vancouver-Quadra, for the appointment of a special committee. The motion was as follows:—

Whereas the facts respecting unemployment recently presented to the Government by Canada's two largest labour organizations are widely at variance with the statements issued by the Government.

Now, therefore, be it resolved that this House is of the opinion that a select committee should be appointed immediately for the purpose of examining into and reporting upon the actual unemployment situation throughout Canada and for the purpose of making recommendations to this House as to short-term and long-term methods for dealing effectively with this problem.

Here are some extracts from Mr. Gregg's speech:—

I will touch first upon the survey of the Dominion Bureau of Statistics. The total number of people estimated to be in our Canadian civilian working force during the week ended January 23, 1954, was 5,242,000 persons. This represents an increase of some 32,000 persons over the estimate of approximately the same date one year ago. Out of that total labour force of 5,242,000 persons there were 4,465,000 persons working full time during the survey week ended January 23, 1954. For purposes of this discussion and this reckoning, full-time employment is defined as 35 hours or more of work per week. It is estimated that at January 23, 357,000 people worked fewer than 35 hours; another 139,000 had jobs but did no work during the survey week, owing to temporary lay-offs, illness, labour disputes, bad weather and a number of other miscellaneous reasons; while there were 280,000 persons who were, to quote the phrase of the Dominion Bureau of Statistics, "without jobs and seeking work"....

I will now turn to the information available from the National Employment Service operations of the Unemployment Insurance Commission. The number of applications for jobs listed with the National Employment Service offices across Canada—there are about 220 of them—on January 21, 1954, was 524,000. This figure represents an increase of 140,000 over the total on the corresponding date of 1953; that is January 1953. As I indicated to the House last month, these two sets of figures—which the hon. member for Vancouver-Quadra referred to—are the product of two quite different types of operations.

They do not contradict each other, and each is, I think, valuable for its own purposes, and one supplements the other....

One approach that may assist us to place the situation in better perspective is to try and break down those who are unemployed in two or three broad categories, and even those categories may overlap one upon the other. One group includes those workers who are idle owing to constantly occurring shifts of workers between jobs, or who are idle owing to temporary plant shut-down, resulting from break-downs or fires, labour-management disputes and so on. A certain amount of this kind of unemployment is not only unavoidable but essential, since it is a necessary part of labour mobility in the kind of changing economy we have in Canada.

Now, this kind of unemployment is referred to by the economists as "frictional" unemployment, as it was referred to in the brief presented by the joint committee of the two labour congresses the other day.

The second kind of unemployment with which we are all familiar—I do not need to talk about it—is that which occurs regularly each year as a result of normal climate changes or other annual recurring changes affecting production and employment. This will be referred to as seasonal unemployment and it is usually met with during our very cold winters, with which everyone is familiar.

Frictional unemployment and seasonal unemployment make up by far the largest proportion of our current unemployment. The remainder results mainly from adjustments in production in response to such factors as shifts in consumer demand, high inventories or keener international competition. These broad distinctions of those unemployed help us to put the unemployment problem which faces Canada today into some

kind of perspective. It helps the public to consider more intelligently the kind of action needed.

I think it is fair to say that it would be wasteful and ineffective to undertake a public works program to deal with unemployment that is frictional in nature or even largely seasonal. Of course, public works or national projects increase the sum total of employment, but I was thinking of the seasonal unemployment situation in 1954. In the case of what I have called frictional unemployment 220 local offices of the National Employment Service in all parts of Canada help people to make shifts between jobs as quickly and as easily as possible. During the month of December, that is two months ago, these offices made some 63,000 placements. That was made at a time when seasonal unemployment was closing in. This figure is actually not very much lower than the figure for December 1952, during which some 73,000 placements were made.

In addition to these local placement activities our National Employment Service endeavours to bring workers and jobs together over great distances, either on an individual basis or through the organized movement of large numbers of workers. Some of these movements are regularly undertaken in co-operation with the provinces.

There is a minimum amount of this type of frictional unemployment always present in Canada. This is indicated by the fact that even during the high employment months of last summer, and they were high, the number of persons registered for jobs with the national employment service did not fall below 161,000. Seasonal unemployment in our Canadian economy is always high during the winter of course and it reaches a peak in the late months of the winter or during the early spring.

During the years of general manpower shortage during World War II the volume of seasonal unemployment was at a low level. During the post-war years, as economic pressures gradually eased, the volume of seasonal unemployment has increased year by year. The number employed in the country's seasonal industries has also grown year by year.

Another factor is that the woods industry which used to employ large numbers of persons in the winter months has through mechanization and an increase in its activities during the summer reduced the number of additional workers taken on during the winter months and also has reduced the length of their period of employment.

In my statement to the House last month I pointed out that the industries which contributed most to seasonal unemployment during the winter are construction, the retail trade, fruit and vegetable preserving, water transportation, saw and planing mills, hotels and restaurants, meat and fish products and pulp and paper mills. The decline in employment on the average each winter in these industries amounts to around 300,000 persons. The total number affected by the reduction in employment in all industries reducing their activities during the winter months is a good deal higher than this total of 300,000, although many of those laid off withdraw temporarily from the labour force.

In many cases the most practical approach to reducing the extent of seasonal unemployment is constructive action taken by both management and organized labour. There are, however, in addition to what the workers and employers can do, some steps being taken by the Government. In the case of the federal Government the local employment offices have been encouraging both large and small employers in their areas to plan their work so that as many jobs as possible are done during the relatively slack winter months. I would like to pay a compliment in this connection to the representatives of both management and labour as well as to public-spirited citizens generally for the assistance they have given to the work of our local offices in this and other ways through the local, regional and national employment committees.

As I said earlier in the House, an inquiry is being made into seasonal unemployment by the National Employment Committee at the request of the National Advisory Council on Manpower. In addition the Department of Labour has undertaken in its Economics and Research Branch some basic studies of seasonal unemployment. These studies are directed at determining the pattern of seasonal swings in employment in each of the major seasonal industries and discovering practical ways in which seasonal variations in employment can be reduced. This work, it will be fully appreciated, cannot yield direct results overnight, but I am convinced that this type of fundamental research will in time produce, in co-operation with industry, some valuable suggestions for further action.

I might mention here that important technical developments have occurred in such industries as construction which are helping to extend employment throughout the winter months.

I have tried to deal with frictional and seasonal unemployment at some length. I know that the House will not want me to try to deal with each of these industries that have been discussed here, but I should like to say just a word with regard to the coal mining industry in both the Maritimes and the West.

The decline in the coal industry has resulted from a combination of factors such as the substitution of oil for coal in domestic and industrial use, the increased efficiency of coal-burning equipment, and in the Cape Breton industry the mechanization of some of the Dominion Coal Company's mines in an effort to improve the competitive position of the product through increased output per man.

The unemployment situation has been aggravated in such areas as Minto because the other main industries of lumbering and logging are operating considerably below normal levels. At the present time, however, there is every indication from the Maritimes area that employment in most mines will not fall further at least over the course of the next few months....

The hon. member for Vancouver-Quadra referred to the delegations which visited Ottawa last week. The hon. member referred particularly to meetings with the joint delegation of the Trades and Labour Congress of Canada and the Canadian Congress of Labour which came to meet members of the Government last Thursday. Some of the proposals laid before the Government in their joint representation at that time are already being implemented. For example, an increase in grants to countries that have not the same

opportunities for development as Canada. The other representations that they made will be given careful study.

There is no doubt some of the industries I have mentioned are experiencing difficulties, but offsetting these there are many which are in excellent condition, even in mid-winter. I would like to say that in so far as training can assist workers who have been laid off in industries where production has declined, the Department of Labour is prepared to make its facilities fully available. While that may only take care of a small part of the problem, it means that every unskilled worker who can be made into a skilled or semi-skilled worker is almost automatically assured of employment on a year-round basis.

Today there are very few skilled workers without work. Wherever workers are willing to enter other fields of employment, the Department of Labour in co-operation with the provincial governments is prepared to help them acquire greater skills under the Canadian Vocational Training Program. Over the years since World War II some 408 thousand persons have been trained under this program, apart from those trained in vocational schools. It is impossible to assess how much the development of Canada, by this means, is due to the training received by nearly half a million young people, included in which figure, of course, is the great body of young men and women who came out of the services and took up vocational training. At least an equal number have received training in these vocational schools with assistance under our federal-provincial training agreement. This total includes, in a numer of provinces, persons who were unemployed at the time their training commenced. Such people are given an allowance for board and lodging in addition to their training, provided jointly by the federal and provincial Governments.

I might also point out that the federal Government is doing a great deal to provide support to those who are unemployed. The present unemployment insurance program covers 78 per cent of our wage and salary workers at the present time. This coverage has increased since 1945, as the figures I am now about to give will demonstrate.

On November 1, 1945, the total number of wage and salary earners, in round numbers, was 3,083,000. The number covered by unemployment insurance amounted to 2,101,000; the percentage covered by unemployment insurance amounted to 68 per cent. On November 1, 1949, these figures were, 3,688,000 workers, 2,569,000 were covered by insurance, or 70 per cent. On November 1, 1952, the total number of workers amounted to 4,107,000 and the number covered by unemployment insurance was 3,219,000 or 78 per cent.

In the calendar year 1953 over $148 million was paid out in unemployment insurance benefits, as well as supplementary benefits paid to workers whose benefit rights expired between January 1 and April 15....

I might add that one of the most important factors at the moment is what the Government is doing this session in extending the National Housing Act in order to make available a larger amount of money for housing construction and for employment in the construction of homes. I think every hon. member will agree the Government has done much to bring about a favourable climate under which employment opportunities have greatly extended in Canada throughout the past year. The high level of employment has been such that, as far as we know at any rate, there has been little call on the resources of any of the 10 provincial governments....

Not in this House but outside of it I have lately heard such expressions as "a national catastrophe". What a remark for anyone to make about a nation such as ours, when we have all been talking with the greatest of gusto about our great national resources and about the great enterprise of our people; and I think we have been talking that way with truth. Such an expression is, I think, not only untrue but is one which reflects upon our faith in an economy in which we can take a good deal of justifiable pride.

I am going to admit right away that to those families whose breadwinners have been thrown out of work—and I can speak, for example, of my own town of Marysville—it is an extremely serious situation. I might refer also to Dominion, the town of my friend the hon. member for Cape Breton South. Those families and others like them elsewhere in Canada have our deepest sympathy. It might become much more serious for those families if nothing whatever stood between them and outright want.

The provinces have responsibilities to help guard their people against hardship. I for one have no reason to believe other than that the provinces are effectively helping this winter if and where they find it necessary.

As I have stated, the federal Government has assumed responsibilities in this combined effort to guard Canadians against the hardships of unemployment. It has a duty to sponsor national policies that will encourage a high level of employment. This the federal Government has done and will continue to do. The number of people in productive work in Canada today at midwinter indicates that. There are just about five million now working out of our 15 million total population of men, women and children.

The federal Government—in fact, my department—has a definite duty to assist in the maintenance of industrial peace in those industries which are national in scope and which come under federal jurisdiction. Industrial peace is, of course, one of the greatest defences against unemployment. A strike not only causes hardship to the families of the workers on strike, but in our closely-knit economy it often causes hardship to those engaged in dependent and related production processes. Owing to the goodwill and co-operation of labour and management in those industries coming under the federal labour laws, I am glad to say that there have been only three strikes with not more than 2,000 workers involved during the past year, and there are no strikes at the present time within the federal field.

The federal Government has a duty, which I have defined, to help find jobs for workers who lose their jobs and to administer benefits, under the unemployment insurance principle, to workers while seeking jobs. We are carrying out those duties, as I have tried to outline. In 1953 our National Employment Service placed 993,000 workers. Even in the month of December 63,000

workers were placed. As to insurance benefits, at the beginning of this year over 200,000 persons were in receipt of regular insurance benefits. You will say that a good many of those benefits will run out before the winter is through. That is true. But last winter—which is the latest year for which we have the full record of supplementary benefits—between January 1 and April 15, supplementary benefits were paid to 136,000 workers. This year, of course, the number will be greater.

As I have noted, in the calendar year 1953 a grand total of $148 million was paid out in unemployment insurance benefits. Of that total 80 per cent came from the employers and employees but 20 per cent came from federal taxpayers.

Let me remind the House also that it is to the families of the workers in Canada both insured and non-insured that the $349 million in family allowances this year will go. The workers of Canada would have had to find some other way through private, municipal or provincial channels to provide the $367 million which went last year to the aged citizens of this country, had it not been paid by the federal Government through the federal government taxpayers.

These are only some of the main items to indicate the direct action which the federal Government has taken within the realm of its responsibility....

U.S. Unemployment Higher But Recovery Expected

Unemployment in the United States rose in January to the highest point in three years and claims for unemployment insurance at mid-February reached the highest total since February 1950. President Eisenhower and his officials, however, expect an upturn in employment this month; the President has said that if the upturn does not occur he would take a number of anti-recession steps.

An even higher estimate of January's unemployed was produced by a new survey method being tested by the Census Bureau.

Outside government circles, the employment situation is viewed with varying degrees of concern and a wide range of corrective measures have been suggested by organized labour, economists and journalists.

The first indication that conditions will improve came from the farm machinery industry. A marked increase in retail sales of farm implements was noted last month.

Unemployment rose to 2,360,000 in January, the Census Bureau reported. But a new survey method being tested by the Bureau pointed to an unemployment total of 3,087,000, a figure greater by 727,000.

The Bureau of Census obtains its data from sampling interviews. The new survey, while based on the same number of samples (25,000 households), is made in 230 areas covering about 450 counties instead of 68 areas covering 123 counties.

The number of persons claiming unemployment insurance rose in mid-February to 2,179,000. Only about 36,000,000 of nearly 60,000,000 employed persons are covered by unemployment insurance.

President Eisenhower reported on February 17 that a failure of employment to rise in March would be a very definite warning that would call for the Administration taking a number of anti-recession steps —possibly including tax reductions for individuals. The President told reporters that he would not hesitate to bring everything to bear that the Administration could to avoid the catastrophe of a real recession.

The Administration does not want to act too soon because that would be dangerous, he said.

Representative Jesse P. Wolcott, Chairman of the Joint Committee on the Economic Report, described the Administration as proceeding on the assumption that unemployment "in the foreseeable future" would be stabilized between 2,000,000 and 2,500,000. He added "we can conclude" that the Administration considered unemployment to be near its peak.

Speaking of President Eisenhower's budget, Mr. Wolcott added:—

"I am convinced that the program is well balanced to encourage prosperity based on peace production rather than war production."

Meanwhile Secretary of Labour James P. Mitchell predicted a slight continuation in unemployment for the next two months, then a levelling-off and an economic upturn. He regards the present trend as part of a necessary and unavoidable readjustment in the nation's economy.

Mr. Mitchell, in a speech to a political rally in February, said federal public works projects, if instituted immediately, would make the adjustment "sharper, more painful, and more protracted".

The nation is gradually readjusting its economics from a war-time peak and is not going from "boom to bust," he added.

The chief economist for the National Industrial Conference Board has declared the current business downtrend a "recession" and not a "rolling readjustment".

Speaking at a meeting of executives of the paper industry in New York City, he reported not one of 25 major industrial groups in the United States had higher output at the end of 1953 than at midsummer.

Inventory adjustment is not the complete solution to the present downtrend, he asserted. But successful liquidation of inventories, together with tax relief, tax reform, easier credit and better values due to increasing competition, would prepare the groundwork for recovery, if not expansion, in 1954.

Dr. H. E. Luedicke, editor of the New York *Journal of Commerce*, stated February 15 that resumption of an uptrend in business activity this year will depend on a step-up in the Administration's anti-recession program.

"The Administration," Dr. Luedicke, added, "believes its policy of stimulating economic growth by improving the climate for investment spending offers the only chance of avoiding long-range inflation. Even on this basis the prevention of more inflation from time to time is by no means certain. However, maintaining economic growth by direct stimulation of consumer buying almost certainly will lead to more inflation. Taking this easy way out to avoid minor adjustment periods risks building up to a grand bust ultimately."

Speaking of unemployment, the editor said, "it is likely that in recent months quite a bit of dehoarding of industrial workers has taken place." He added, however, that unemployment is probably higher than latest official estimates indicate.

The executive council of the American Federation of Labor, during its recent meeting at Miami Beach, Florida, proposed a seven-point program of government action to prevent "serious trouble" resulting from the declining economic activity.

Designed to increase the general industrial wage level and to bolster mass purchasing power, the proposals include:—

An increased minimum wage from 75 cents to $1.25 per hour;

Larger unemployment insurance benefits to be paid for a longer period;

Additional emphasis on expansion of school, health and welfare facilities, and strengthening of natural resources development and conservation; and,

Immediate federal appropriations for socially-useful public works, federal grants and loans to states, and federal projects.

Housing Construction Set Record in 1953

Swelled by a 65·5-per-cent boost in December completions, the number of new dwellings units built in Canada surged to an all-time peak of 96,839 last year, 23,752 or nearly a third more than in 1952 and 7,824 or 9 per cent more than in 1950, the previous high year, according to advance figures released by the Dominion Bureau of Statistics.

Counting 3,824 units added by the conversion of existing dwellings, the total 1953 supply of new housing units was 100,663 compared with 76,338 in 1952, when 3,251 units were added by conversions.

More new dwelling units were started last year in all months, the December increase amounting to 9 per cent to 4,092 from 3,732. The year's total was 102,409, an increase of 19,163 or 24 per cent over 1952.

There were more new dwelling units of all types constructed last year; but a smaller proportion were one-family houses. Of the total, 68,916 or 71 per cent were one-family houses compared with 55,967 or almost 77 per cent of the total in 1952. Apartments or flats numbered 19,837 against 11,707 and accounted for 20 per cent as against 16 per cent a year earlier. Two-family houses numbered 7,714 against 5,314 and represented 8 per cent as compared with 7 per cent. The number of row or terrace units was 372 as against 99 in 1952.

The number of new units completed was higher last year in all months except August, when there was a slight decline from a year earlier. October was again the month with the greatest number of completions (12,109); but the jump to 11,715 from 7,076 in 1952 put December in second place for the first time, ahead of November (10,608). Totals for the earlier months were: September, 8,643; August, 7,445; July, 6,828; June, 6,675; May, 8,099; April, 6,325; March, 6,130; February, 6,161; January, 6,101.

At the close of 1953 there were 59,923 units still under construction, 4,234 or 8 per cent more than a year earlier.

U.S. Housing Starts Total 1,102,400 in 1953

Housing starts in the United States exceeded the million mark for the fifth consecutive year in 1953 when 1,102,400 new permanent non-farm dwelling units were put under construction, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. The total was only 2 per cent under the final estimate of 1,127,000 for 1952—the second best housing year on record; virtually all of the 1952-53 decline was in public housing. The all-time peak of 1,396,000 starts occurred in 1950.

Privately-owned new housing in 1953 totalled 1,066,900 units, about the same

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number as in 1952. Seasonally adjusted, the annual rate of private starts in 1953 exceeded 1·1 million units during five months of the year (including December), and was above a million for all months except August, when activity was adversely affected in some sections of the country because of work stoppages. New public housing in 1953, by contrast, dropped by 39 per cent from 1952 to 35,500 units, the lowest volume in five years.

Provincial Labour Organizations Submit Briefs

Alberta Industrial Federation of Labour (CCL)

The Alberta Industrial Federation of Labour (CCL), presenting its annual legislative brief to the provincial Government in February, asked the creation of a labour department, separate from the department of industry, with its own minister.

Pointing out that according to Dominion Bureau of Statistics reports, the average work week in Alberta is 40 hours, the brief asked that legislation be enacted establishing the 40-hour week with no reduction in take-home pay in place of the present 48-hour week.

The labour body requested that in collective bargaining issues a simple majority of employees voting be sufficient to decide.

Other requests included an increase in minimum hourly wages from 65 cents to $1, two weeks vacation with pay after one year of employment, eight statutory holidays per year, compulsory automobile insurance, increases in old age pensions, and federal-provincial co-operation in establishing a national health plan.

Concern was expressed in the brief for the coal industry, and it was urged that the Government take steps to find other uses and markets for coal.

British Columbia Federation of Labour (CCL)

Amendments to the Workmen's Compensation Act and the establishment of a full-time Labour Relations Board were requested in the brief submitted by the British Columbia Federation of Labour (CCL) to the provincial Government last month.

The brief asked that injured workers receive 100 per cent of wages, that compensation maximums be raised from $3,600 to $4,000, and that chiropractic treatment be made available under workmen's compensation for loggers who receive back injuries from slipping and falling.

Affiliated unions, said the brief, were not receiving the service necessary in such a highly industrialized province as British Columbia from a part-time Labour Relations Board.

Other requests made by the labour delegation included upward revision of minimum wage rates, and amendments to the British Columbia Hospital Insurance Scheme to place all workers on a payroll deduction plan, reduce premiums and abolish co-insurance.

Provincial Health Minister Eric Martin rejected the Federation's requests for changes in the health insurance scheme on the grounds that the proposals would cost millions of dollars, place an added strain on hospital facilities and cause tremendous administrative and financial problems.

Nova Scotia Federation of Labour (CCL)

Lack of a positive government program to relieve Nova Scotia's growing unemployment problem was deplored in a brief submitted early this year to the provincial Government by the Nova Scotia Federation of Labour (CCL).

The brief asked for a federal subsidization policy to assist in establishing secondary industries in the province, exploration of new power sources, and adoption of a subsidized low-rental housing program as measures to ease unemployment and the cost of living.

Other requests included those for a labour representative on the Dominion Coal Board, legislation for a 40-hour five-day work week, a set rate for workmen's compensation benefits, establishment of a rehabilitation bureau for partially-disabled workers, and a minimum wage rate for all industries.

Also requested were amendments to the Trade Union Act to provide for an elective union shop and automatic certification if a union embraces more than 65 per cent of the working force in a plant.

Nova Scotia Provincial Executive (TLC)

Development of low-cost and low-rental housing in Nova Scotia was requested by the Provincial Executive Committee of the Trades and Labour Congress of Canada when it presented its annual legislative brief to the provincial Cabinet last month.

Representing 158 TLC local unions in Nova Scotia, the Committee asked the

provincial Government to co-operate with the federal and municipal governments in making Section 35 of the National Housing Act operative.

With regard to workmen's compensation, the brief asked that investigation and payment of claims be speeded up, that the Act be extended to cover all workers regardless of occupation, and that a district compensation officer be appointed for the Cape Breton area.

The brief also requested a 40-hour work week with no reduction in take-home pay, two weeks vacation for all workers, pensions for disabled persons, collective bargaining rights for fishermen and provincial government employees, a government auto insurance plan, continuation of rent controls for another two years, old age pensions of $65 for men at 65 and women at 60 years of age, and denial of certification to company unions.

The delegation urged a government public works program for Cape Breton and the South Shore area to relieve unemployment there.

Saskatchewan Federation of Labour (CCL)

The Saskatchewan Federation of Labour (CCL) in its annual brief to the provincial Government called for a 40-hour, five-day week, with no reduction in take-home pay, and a minimum wage of 90 cents per hour.

In the memorandum, based on 90 resolutions approved at the Federation's annual convention in November, requests were made for: a 100-per-cent basis of workmen's compensation, with improved pensions; amendments to the Saskatchewan Trade Union Act; the establishment of a National Housing Authority with power to undertake the task of mobilizing resources to provide Canadians with low-rental homes at subsidized rents and homes which can be purchased with low down payments and a 25-year payment period.

The brief commended the Government's action of retaining rent controls but requested they be kept intact until such time as housing conditions make them unnecessary.

The Saskatchewan Government was urged to approve a Provincial Fair Wage Act, amend the Saskatchewan Equal Pay Act so as to make it more effective, protest the proposed restrictive sections of the Criminal Code, and amend the Annual Holiday Act and the Factories Act.

Other matters dealt with in the brief included national health insurance, Public Services Act, Sick Pay Law, Boiler and Pressure Vessels Act, Health Services Planning Commission, liquor laws, an all-Canadian natural gas pipe-line, highway safety, Korean war veterans' benefits, farm-labour relations, and Federal trade policies.

Premier Douglas promised sympathetic consideration of a number of points and agreed to confer with a committee of the Federation on matters of detail.

Extracts from Hansard of Interest to Labour

Criminal Code

December 15

Hon. Stuart S. Garson (Minister of Justice) moved the second reading of Bill No. 7, respecting the Criminal Code. He said: ... The committee heard oral representations by delegations appearing on behalf of the following national organizations. I make this point, Mr. Speaker, because there has been throughout the country a tendency upon the part of editors and others to say that we in Parliament have rather supinely accepted a draft bill prepared by a royal commission and that we have not, in relation to that bill, properly discharged our legislative functions. Such charges are completely without foundation. I do not think there has ever been brought before this House, during the time that I have been here, a bill which has received more careful detailed and systematic consideration than has this one, nor in respect of which there has been greater opportunity for democratic representation.

Here are just some of the national organizations which were heard by the House of Commons committee: The Canadian Congress of Labour; the Trades and Labour Congress; the Canadian Jewish Congress; the Premium Advertising Association of America Incorporated; The League for Democratic Rights; the United Electrical, Radio and Machine Workers of America; the Congress of Canadian Women; the Association of Civil Liberties; the Canadian Welfare Council; the Canadian Mental Health Association; the International Union of Mine, Mill and Smelter Workers (Canadian section); the Canadian Restaurant Association. Is there any indication here that we have barred any segment of public opinion, however radical it might be, from a hearing?

Then in addition to hearing those organizations who sent delegations to appear before the committee, we gave detailed consideration to briefs and resolutions addressed to the committee by over 80 organizations of whom the Canadian and Catholic Confederation of Labour, the National Council of Women, the Manitoba Bar Association, the civil liberties committee of the Canadian Bar Association, the bar of the province of Quebec, the International Association of Machinists and the committee on criminal procedure of the Canadian Bar Association are only a typical few. There is not a clause of the bill now before hon. members that was not examined in detail by the committee....

The report of the special committee, recommending amendments in respect of these matters that I have just mentioned and other consequential amendments, was tabled in this House in May 1953. However, as the members of the present House who were members of the preceding House will recall, the remaining time before the prorogation of Parliament was not sufficient to enable the bill to be proceeded with and it died on the order paper. With the exceptions which I mentioned at the beginning of my remarks,... this bill is the same bill as that which was passed by the other place in December 1952, with the amendments thereto recommended by the special committee of the last Parliament in May 1953....

Mr. Knowles: ....Mr. Speaker, there is just one other reference I wish to make. We feel that when the Criminal Code is being revised is no time to bring what belongs in the field of labour legislation into the Criminal Code. Since I believe in obeying the rules of the House I cannot refer to the sections of the bill;... the Minister knows what I have in mind. The members of the committee, of course, know the hours that were spent in that committee on this question during the last session of Parliament. The fact of the matter is that we have labour laws in this country. As a matter of fact we have eleven of them. We have our own federal labour code, and each of the provinces has its labour legislation.

We feel that the handling of labour matters should be left to those labour laws. When you import into the Criminal Code sections or regulations that affect the rights of labour, the rights of trade unionists, and particularly when you make reference to what is provided by law—bearing in mind the fact that that law can be eleven different laws—you run the risk of putting in the hands of some people a club against labour and against the rights of trade unionists in this country. We are opposed to any move in that direction....

Mr. Speaker: Is it the pleasure of the House to adopt the motion?

Motion agreed to, bill read the second time and the House went into committee thereon.

On section 1—*Short title.* Section stands.

January 12

Mr. J. W. Dufresne (Quebec West) ... As far as lotteries are concerned, the Criminal Code should be amended so as to allow the provinces to organize lotteries, the proceeds of which would be used to give help to hospitals, as well as for relief and, more particularly perhaps, educational purposes.

If my memory serves me right the Government of the province of Quebec unanimously adopted—not very long ago—a motion in favour of state lotteries as a means of subsidizing education. Millions of dollars leave this country every year which could be used with advantage right here in Canada and of which our people are being deprived. No one will ever stop our people from gambling. They will never give up the pleasure of betting. In the meantime we are losing millions of dollars to other countries which could otherwise be kept here and be of immense service to education, public welfare and hospitals....

Mr. Jean-François Pouliot (Témiscouata): ... With respect to lotteries, I shall be very brief. There are things that I cannot understand. Those who sell the tickets are denied postal rights. Their names are published in the monthly periodical of the Post Office Department, and they cannot receive letters. Letters addressed to them go to the dead letter department. On the other hand, those who buy tickets and win money have their pictures in the newspapers, and they get their money without any trouble. I find this unfair....

Mr. Fulton: What is the Government's policy on lotteries?

January 19

Sections 1 to 15 inclusive agreed to.
Section 16—*Insanity*—stands.
Sections 17 to 31 inclusive agreed to.
Sections 32 and 33 stand.
Sections 34 to 45 inclusive agreed to.
Sections 46, 47 and 48—*Treason*—stand.
Section 49 agreed to.

Section 50—*Assisting alien enemy to leave Canada*—stands.

Section 51 agreed to.

Section 52—*Sabotage*—stands.

Sections 53 to 56 inclusive agreed to.

Section 57—*Offences in relation to members of R.C.M. Police*—stands.

Sections 58 and 59 agreed to.

Sections 60, 61 and 62 stand.

Section 63 agreed to.

Sections 64 to 69 inclusive stand.

Sections 70 to 101 inclusive agreed to.

Sections 102—*Frauds upon the Government*—stands.

Sections 103 to 115 inclusive agreed to.

Section 116—*Witness giving contradictory evidence*—stands.

Sections 117 and 118 agreed to.

Section 119—*Obstructing justice*—stands.

National Housing Act

December 16

Mr. Fleming: ... We are all glad indeed that the number of housing starts in 1953, so far as the figures are available, indicates that there has been a fairly substantial increase over the number of starts in 1952. The House will remember that after the year 1950 the number of housing starts in Canada dipped, beginning in the spring of 1951, and that dip continued for the space of nearly two years. Beginning in the late fall of 1952 there was some recovery and now, as we approach the end of 1953, it is evident that the number of starts in 1953 will have exceeded those of 1952 and perhaps even the best previous year, namely 1950. It may be that when the figures are complete it will appear that the number of houses completed in 1953 will compare very favourably with the number completed in any previous year.

But lest any of us become satisfied in the face of this improvement in the number of houses constructed in 1953, let us remember that the proper way to test performance in this respect is in comparison with the house-building capacity of this country. It has been estimated by those in the Canadian construction industry that the house-building capacity in Canada is 130,000 houses per annum. Mr. Mansur, President of Central Mortgage and Housing Corporation, has indicated that in his view a figure of 125,000 houses is within the capacity of the construction industry, although there is the problem of mortgage financing to be met. It will be remembered also that in the seven years beginning with 1946 and ending with 1952, this country did not keep pace with current housing needs and the backlog that existed on December 31, 1945 was actually swelled by the first of January 1953, according to the figures submitted by Central Mortgage and Housing Corporation, by about 17,000 housing units. We have not yet the final figures for 1953, but having regard to the rate of family formation in Canada and the extent of immigration into Canada, it is not unlikely that we will find ourselves at the end of 1953 with as large a backlog of needed houses in Canada as we had at December 31, 1945.

No hon. member of this House can be content in the face of that situation. There may be differences in estimates concerning the extent of the housing backlog in Canada at the conclusion of the war, but that figure has been estimated by authority acceptable, I am sure, to most hon. members of this House at close to 500,000 units....

Mr. Noseworthy: ... The sooner the Government realizes that houses can be provided for those in the lower income brackets only with government assistance and government subsidy, the better. Only when that is done are we going to be able to provide those in the lower income brackets, who are by far the greatest number of people who need them, with houses....

This legislation, instead of decreasing interest rates, will increase them for the home owner. I pointed out then, and I want to reiterate it now that expert opinion has shown that a reduction by 50 per cent in the interest rate on a mortgage will do more to reduce the carrying charges on a home than a 50 per cent reduction in wages and material used in that house. If we want to make houses cheaper, if we want to bring houses within the reach of the mass of Canadian people, we must first of all tackle that interest rate and do as other countries are doing which are seriously attacking this problem, and that is advance government money at the actual cost to the Government of about 2 per cent interest. If you do that, then you will automatically reduce the cost of the house and the carrying charges on the house, and help to bring houses within reach of the ordinary working people of this country....

Mr. Crestohl: ... Can the Minister tell the House whether, in the administration of the Housing Act, he has received any complaints that some builders who finance their construction through government loans discriminate in the sale of rental of that

housing accommodation by refusing to sell or rent to Canadians because of their race or religion?

Mr. Winters: ... There was one instance of discrimination brought to my attention some time ago and I was quite surprised to learn of it. Government policies are opposed to discrimination of this kind. I asked the Central Mortgage if there were any other instances and the Corporation assured me that since it was set up in January of 1946 there is no record of any other instance in which any complaint on the ground of discrimination has been brought to their attention; and there is no other instance of discrimination that has been brought to my attention.

Mr. Ellis: ... I feel that the Government should not overlook the important question of low-rental housing. In other words, I believe our emphasis on housing has been in one direction. I think it is a worth-while objective to see that as many Canadians as possible own their own homes. But I feel that in the circumstances there are many people who are not in a position to purchase homes.

I say there are two reasons for this. In the first instance, as I have already pointed out, there are many—particularly among our younger people—who are not settled in employment and who move into a locality when they accept employment, not knowing how long they are going to be there, and who find that it is virtually impossible for them to undertake the big step of buying a home. Then on the other hand we have many of our citizens whose incomes are so low that, irrespective of what changes we might make in the housing legislation, they would not be in a position to buy homes at the present time. I feel that those people with very low incomes ought to be in a position to obtain decent low-rental housing....

Mr. Knowles: I may say to the Minister that I was disappointed and disturbed to learn that it is the intention of the Government to refrain from putting an actual interest rate in the Act itself. As I understand it, the Minister has told us that there will be a provision in the Act leaving the interest rate to be set by the Governor in Council.

Mr. Winters: That is the way it is now, Mr. Chairman.

Mr. Knowles: It is that way now in the National Housing Act?

Mr. Winters: It is that way now in the National Housing Act.

Mr. Knowles: If that is the way it is now, then this would be a good opportunity to change it.... We will go through all the stages of this housing legislation and not be told what the interest rate is going to be. In other words we will not be told what it is going to cost an individual home owner. I hope the Minister will correct what he has said.

Mr. Winters: I am going to restate what I said to make it a little clearer to the hon. member. What I said was that the interest rate in the legislation will be related to the interest rate obtaining on long-term government bonds. The legislation will make clear what the relationship will be between the interest rate paid by the prospective borrower and the interest rate on long-term government bonds. The variable in the equation is the interest rate on long-term government bonds. I assume that the hon. member will not be in a position, nor will I, to say what the interest rate will be on those bonds in the future; that is the variable.

Mr. Knowles: ... I have one other question. Will the cost of insuring a mortgage under this proposed legislation be in addition to the interest rate that is set on the mortgage, and what will be the cost of that insurance to the home purchaser?

Mr. Winters: The cost to the home purchaser will be 2 per cent of the amount of the loan. It will be amortized over the period of the loan and be in addition to the interest rate otherwise obtaining under the legislation.

Mr. Fleming: ... Will the Minister tell us what is the expected extent of participation on the part of banks under the new scheme. Also will he tell us what is the anticipated augmentation from that source of mortgage funds, and how it may be expected that that augmentation will be made available for distribution in smaller communities.

Mr. Winters: ... We do not know to what extent the lending institutions will divert money they formerly put into conventional loans into the lending operations under the insured mortgage technique.... I understand there are about 4,000 branches of the chartered banks in Canada. Each branch will now become a lending institution. That in itself will increase the number of lending agencies under the National Housing Act from some 150 odd, as there are at the present time—that is, branches of authorized lending institutions—to over 4,000.

Mr. Fleming: Has there been any change in the basis of valuation for lending purposes?

Mr. Winters: No, Mr. Chairman, there is to be no change in that basis.

Resolution reported, read the second time and concurred in.

Mr. Winters thereupon moved for leave to introduce Bill No. 102 to promote the construction of new houses, the repair and modernization of existing houses and the improvement of housing and living conditions.

Motion agreed to and bill read the first time.

January 21

Hon. Robert H. Winters (Minister of Public Works) moved the second reading of Bill No. 102, to promote the construction of new houses, the repair and modernization of existing houses, and the improvement of housing and living conditions.

He said: Mr. Speaker, the purpose of this bill is to re-enact the National Housing Act and to make substantial changes in its application. Since it is broad in its scope, covering as it does virtually all phases of housing, perhaps I should at the outset make a few remarks about the housing situation generally.

When speaking in the House last April I mentioned that new residential construction was at a high level. At that time I had available new residential starts for the first quarter of 1953. This trend, supported by existing legislation, has continued. I still cannot tell hon. members the exact number of new residential starts in Canada in 1953 because full statistics are not yet available; but we do know that at the end of November the starts numbered 98,000 for the first eleven months of the year. It would appear that about 105,000 units were started in 1953.

Hon. members will appreciate that these are starts of all kinds, in all parts of the country. Starts of about 40,000 units were made in 1953 under the terms of the National Housing Act and other housing measures taken by Central Mortgage and Housing Corporation. These figures represent a record level of house building in Canada. As compared with a low of 20,000 starts in 1933 and 45,000 starts in 1945, the accomplishment of 105,000 starts last year is a tribute to all who helped make them possible.

As might be expected, completions in 1953 will be about 10,000 units less than the number of starts. There will be a corresponding increase in the number of houses under construction at the end of 1953 as against a year ago. This is a condition which always obtains in a period of expanding residential construction. In periods of decline the reverse is the case. Hon. members will recall that in 1951 the number of completions, by reason of a heavy carryover, was greater than the number of starts.

Although none of us can be complacent about the need for housing, I think it will be agreed that considerable progress has been made since the end of the war. Although by no means a complete criterion of measurement, it is to be noted that the 1941 census showed an average of 4·5 persons per occupied dwelling, whereas the 1951 census shows average occupancy to be 4·1 persons. The census also revealed a reduction of about 50 per cent in the amount of housing which in the view of the census taker is substandard.

There has been a reduction in the amount of doubling-up or multiple occupancy since 1946. Not as an accurate yardstick of the amount of new housing we need, but rather as a rough indicator, I might point out to hon. members that total net family formation in Canada, after allowance for immigration and emigration, is presently at the rate of about 90,000 families a year. I hasten to add, however, that this figure cannot be directly related to the current production of new housing units at over 100,000 per annum. Nor should it be believed that all families that are not maintaining their own household represent a housing shortage, of an equivalent number of units, much less effective demand for new housing.

However, the figures I have mentioned indicate that considerable progress is being made. The number of new housing units built in any one year must be related not only to our need for housing, but also to the effective demand by the Canadian people for housing. Both these figures are ever-changing and for that reason I do not believe it is possible to establish a target figure, other than one of a fairly wide range. But having said this, I would hope that it would be possible to maintain house building at a high rate, and indeed this is the main purpose of the legislation which we are now considering.

Hon. members will recall that up to the end of 1949 the number of housing starts and completions in Canada depended in large measure upon the available supply of construction workers and materials. During the years 1945 to 1949 there was no problem of a shortage of mortgage funds under the

joint lending provisions of the National Housing Act or the conventional lending operations of institutional mortgage lenders. In fact the reverse was the case, and the period might well have been described as a borrower's market. During this period the construction industry rapidly increased its output and housing starts increased from year to year until in 1950 they reached the level of 93,000 units.

Housing measures introduced by the Government during this early post-war period were designed to meet such conditions. In 1947 Central Mortgage was empowered to make direct loans to home owners in areas where lending institutions did not carry on a lending business. This measure has been successful. Hon. members who were in the House at that time recall the difficulties in this respect. As matters stand today, I think it is a fair statement that creditworthy borrowers in all parts of the country are able to take advantage of the National Housing Act, either through a lending institution or directly through Central Mortgage.

In 1947 rental insurance provisions were introduced to establish incentives to rental entrepreneurs. This provision in the Act has proven both popular and effective. In 1949 the federal-provincial rental housing and land assembly measures came into force. Also in that year the additional one-sixth loan was introduced to lower the down payment requirements under the National Housing Act, because at that time it was considered that the capacity of the construction industry had reached a point where the number of prospective purchasers should be increased.

I have reviewed these circumstances briefly to show that during this period there was no great need to take measures to stimulate the flow of mortgage funds for new housing, because generally the supply of mortgage funds did not constitute a limitation on the housing program. With 1950 we faced a changed set of circumstances. The more urgent matters of the Korean war took precedence over the social objectives associated with housing policy. As a means of ensuring an adequate supply of materials for defence and defence supporting construction, the one-sixth additional loan provision was withdrawn in February 1951, to reduce effective demand and at the same time prevent the prices of houses from rising unduly. This condition prevailed until October 1951, when it was apparent that an increased level of housing starts could be supported by the economy without prejudice to the defence effort. Higher loan levels were introduced at that time. Housing starts, which had declined during 1951, rose sharply in 1952, from some 69,000 units to 83,000 units. This period of expansion in the housing field since the end of 1951 has been characterized by difficulties not present in the immediate post-war period. Foremost among these has been the shortage of private mortgage funds.

Over the post-war period the life insurance companies have been able to obtain substantial funds for new investment by selling part of their large holdings of government bonds accumulated during the war. Since 1946, the life insurance companies have reduced their holdings of Government of Canada bonds by about $800 million, or from nearly 60 per cent of their total Canadian assets in 1946 to about 20 per cent currently. At the same time they have increased their holdings of mortgages by about $1,000 million, or from somewhat more than 10 per cent of their total Canadian assets in 1946 to nearly 30 per cent currently.

Investment shifts of this kind and magnitude obviously could not continue indefinitely. Although the lending institutions have also been in receipt of a steadily rising flow of repayments on earlier mortgage loans, it has become increasingly clear that at some stage they would have to reduce their rate of new mortgage lending from its recent level.

It will be recalled that increases in the maximum rates of interest authorized for National Housing Act loans were made in June 1951, and September 1952, to ensure a continued flow of new mortgages under the Act. Hon. members will also recall that in the summer of 1952 arrangements were put into effect whereby the Corporation was authorized to make direct loans to prospective home owners in centres of up to 55,000 in population, to compensate for a withdrawal from these centres of the operations of the lending institutions under the National Housing Act. These developments indicate that during this period the available supply of private mortgage funds was tending to fall short of the demand for them.

Even though the rate of house building in 1953 is over 100,000 units, this does not establish the adequacy of existing lending arrangements. The present situation is that the lending institutions are applying such an unusually large proportion of their new money to mortgage investment that a decline in mortgage money from this source must be anticipated. And even now their

heavy mortgage investment is being supplemented by Central Mortgage which, in addition to its share of joint loans, is making direct loans at the rate of about $60 million a year.

It is quite clear that if there is to be an increase in private lending, additional funds must come from somewhere other than the present sources of institutional mortgage funds. The only other source of significant size stems from that part of the personal savings of individuals which year by year flows into savings deposits with the chartered banks. It is realized that at the present time these deposits are rather fully employed in other directions but we must remember that in conditions of normal growth in Canada there should be a substantial annual increase in savings deposits.

Under our present laws these funds cannot move into the housing sector because the Bank Act prohibits bank lending on the security of real estate mortgages. It is important to remember that the chartered banks perform in Canada a function with respect to savings that in other countries is performed not only by the banks, but also by building societies, mutual savings banks and savings and loan institutions. Because of the dominant position of the chartered banks in the savings field in Canada, and because mortgage lending is prohibited by the Bank Act, the housing sector is denied access to a large part of the funds which in other countries are available to finance home building.

This situation in Canada is unique. In the United States the commercial banks, the mutual savings banks and the savings and loan institutions who are the chief holders of the public's savings deposits have been an important factor in the residential field and between them are providing about 60 per cent of all new money in mortgage financing. In Australia the banks are a larger source of mortgage funds than the life insurance companies. In contrast, in Canada the life companies provide approximately 80 per cent of all institutional mortgaging financing.

It is these circumstances, together with the wide geographical distribution of the branch banks in Canada, that have led us to believe that with proper safeguards it should be made possible for the chartered banks to enter into the new residential mortgage lending field.

Hon. members will recall that the banking system in the United States encountered certain difficulties in the early thirties, and it is sometimes suggested that mortgage lending was one of the prime causes. Careful analysis of United States banking experience indicates that their mortgage problems arose mainly in connection with industrial and commercial rather than residential mortgages. Moreover, it would be borne in mind that the proposed changes in the National Housing Act will provide a very different kind of investment from the type of housing mortgage which was current in the twenties and early thirties.

The insurance feature, an important element in this program, aimed at making mortgage money available under the National Housing Act for residential construction, eliminates any possibility of substantial losses being taken by the chartered banks on their mortgage portfolio. There is the added safety, not present 20 years ago, of principal, interest and taxes being paid by the borrower on a monthly basis.

In addition, provision is being made for liquidity of the mortgage portfolios held by the banks. In this legislation provision is made that Central Mortgage may purchase mortgages from approved lenders. In addition the Government has announced its intention of proposing an amendment to the Bank of Canada Act whereby the mortgage portfolio of the banks will be eligible for loans from the Bank of Canada, as is presently the case for government bonds.

As the Prime Minister (Mr. St. Laurent) said in announcing this policy on October 1, the establishment of mortgage insurance will make it possible, by safeguarding savings deposits, to remove a barrier to the natural flow of the people's savings into housing investment. Because the banks have a widespread branch system, the benefits from participation by them in housing finance should be particularly important in those communities where other lending institutions have found it difficult to provide facilities for making and servicing mortgage loans. The introduction of an important group of new mortgage lenders should make more private funds available for home mortgages and should result in better facilities in mortgage lending in smaller communities.

This brings me to the bill which is now being considered. I will review it briefly. It is proposed to terminate the joint lending arrangement as presently contained in the National Housing Act and to substitute therefor one under which Central Mortgage will insure mortgages made by approved lending institutions to finance new residential construction.

It is proposed that the group of lending institutions presently authorized to operate

under the National Housing Act will be enlarged to include the chartered banks and the Quebec savings banks. The amendment to the National Housing Act will have the effect of permitting the banks to make insured loans.

There will be three types of insured mortgage loans, first, those to assist in the construction of houses for home ownership; second, those to assist in the construction of rental housing; and third, those to finance the conversion of existing houses into multiple housing units.

The amount of the loan will be based upon a statutory percentage of the lending value and will be subject to a dollar limit to be set by the Governor in Council. The National Housing Act now makes loans available up to 80 per cent. The bill before the House contains provision that there will be an 80-per-cent maximum ratio in the rental field, but in the home ownership field the ratios will be on the basis of 90 per cent of the first $8,000 and 70 per cent of additional lending value. This has the effect that up to lending values of $16,000 the ratio of loan to lending value will be greater than it it now, at 80 per cent, with corresponding lesser amounts of equity or down payment requirements.

The proposed legislation contemplates, as in the present legislation, that the Governor in Council shall establish maximum loans which may be made in the home ownership, rental and conversion fields. It will be recalled that at the present time the maximum loan is $10,000 for home ownership. In setting the limit of loan one consideration will be that the present cost of residential construction is about 25 per cent higher than it was when the $10,000 was set.

I mentioned earlier that loans would be made available to assist in the financing of the conversion of existing residential structures into additional family housing units. Although short-term financing in relatively modest amounts is available presently under the home extension section of the National Housing Act, it is felt that a more suitable arrangement should be made for an improved supply of new housing accommodation in the form of the conversion of existing larger houses into well-planned multiple units. Such conversions will be subject to conformity to standards. I hope that by this arrangement we will be able to add to our supply of new housing units and avoid what unfortunately is too frequently the case, an unsatisfactory conversion job being done for the reason that financing was insufficient both as to amount and term of repayment.

The period of amortization for home ownership loans, including co-operative housing associations and rural housing, will be 25 years as a minimum and 30 years as a maximum. However, the borrower will be able to arrange for a shorter term if he so indicates in writing. In addition, the Governor in Council will be authorized to designate areas in which the period of amortization may be less than 25 years where economic circumstances or productive capacity of the area are not sufficient to justify the full 25-year term.

In the rental housing field loans may be made with periods of amortization up to 25 years or for such lesser period as the approved lender and borrower may agree upon. In the case of insured loans to assist in the conversion of existing property into multiple units, amortization periods up to 15 years will be proposed.

The changes in the home ownership field will have the effect of lengthening the period of amortization and reducing the monthly payments of the home owner. Under the new arrangements we expect that 25-year amortization will be the rule rather than the exception. This will result in monthly payments of about 73 cents per $1,000 less than with 20-year amortization. The longer amortization in itself makes it possible for families of lesser income to become home owners. For instance, in the case of a house subject to an $8,000 insured mortgage loan the difference as a result of longer amortization is about $5.86 a month, thereby making it possible for a family to become a home owner with about $300 less annual income than would be required if the insured loan were on a 20-year basis.

Mr. Fleming: Would the Minister permit a question? Upon what rate of interest is that calculation based?

Mr. Winters: At the same rate of interest obtaining now, 5¼ per cent.

The bill contemplates that Central Mortgage will insure mortgages that are in accordance with the statutory requirements and regulations made under the new legislation. The insurance will provide that in the event of default and after title has been acquired by the holder of the mortgage, the Corporation will pay in cash to the holder of the mortgage, upon receiving clear title to the property from the holder:

(a) Ninety-eight per cent of the amount of principal outstanding on the mortgage loan account and interest at the mortgage rate, if owing, up to six months.

(b) Interest at the mortgage rate less 2 per cent for amounts owing in excess of six months but not exceeding twelve additional months.

(c) Borrower's charges—such as fire insurance and taxes advanced by the lender.

(d) An acquisition fee of $125, plus approved taxable legal disbursements.

Provision is made that if the holder of the mortgage is to claim for interest arrears in excess of six months, then the approved lender administering the loan shall have satisfied the Corporation at the end of three months that adequate steps were being taken in respect to the defaulted account.

Hon. members will notice that this provision for loss settlement carries elements of coinsurance. In other words, in the event of loss being suffered by an approved mortgage lender under an insured loan, recovery is on the basis of somewhat less than 100 cents on the dollar.

Under the proposals the corporation will charge an insurance fee which shall be 2 per cent of the amount of a home ownership loan and 2½ per cent of a rental housing loan. The fee is payable by the borrower but shall be collected and remitted to the Corporation by the lender. This fee differs from the one payable to the FHA in the United States under their insured mortgage plan in that ours is in the form of a single premium capitalized into the mortgage account and repayable in monthly instalments as part of the mortgage, rather than an insurance fee of one-half of one per cent on the annual reducing balances of the mortgage loan outstanding. It also differs in that ours is about 40 per cent of that charged to the borrower in the United States.

It is proposed that these fees will be accumulated in a mortgage insurance reserve fund on the books of Central Mortgage guaranteed by the Government of Canada. The assets of this fund may be invested in securities of or guaranteed by the Government of Canada. The fund of course will also have among its assets properties which may be transferred to the Corporation by the approved lenders, for which the approved lenders have received a loss settlement.

In the matter of liquidity, as I mentioned earlier, it is proposed to make insured mortgages eligible security for Bank of Canada advances to banks in the same way as government bonds. In addition, it is proposed that Central Mortgage will have the right to purchase insured mortgages from approved lenders.

Provision is also being made for ready transferability of insured mortgages not only between approved lenders but also to holders who are not approved lenders. In this latter case it will be required that the insured mortgage loan shall at all times be administered by an approved lender.

These are important provisions in that they meet the main objections often expressed to the banks being in the mortgage business. The insurance protects the banks and other lenders against substantial losses on their mortgage account and there are provisions for liquidity and marketability.

The bill proposes, as a change from the National Housing Act, 1944, that the appraisal establishing the lending value shall be made by Central Mortgage rather than the lending value being the lesser of the appraisals by the lender and by Central Mortgage. This change is necessary by reason of the fact that for the moment at least the banks have not the facilities to provide this second appraisal. Moreover the Government considers this to be necessary so as to ensure that a uniform level of loan, authorized by Parliament, is made available in all cases.

Likewise, in ensuring that the house under construction complies with minimum standards as may be established by Central Mortgage, compliance inspections previously done by lending institutions will now be done by Central Mortgage, chiefly because the chartered banks are at this point unable to undertake this work. We hope too that it will result in improved and more uniform inspection procedures.

The Governor in Council will by regulation determine the maximum interest rate which may be charged by an approved lender for an insured mortgage loan. It will be noticed that in the bill itself, as in the present National Housing Act, there is an upper limit, using long-term government rates as a base, within which the Governor in Council may set this interest rate. When the discussion took place on the resolution which preceded this bill, it was suggested by some hon. members that it would be well for the interest rate to be contained in the bill itself rather than to be set by the Governor in Council. This used to be the practice in the earlier acts but experience has shown that a statutory interest rate which can be changed only when Parliament is in session is too inflexible to meet operational needs. Already we have

experienced times when a statutory interest rate was too high or too low in relation to a change in the general interest rate structure. In fact, it was our experience in this latter respect that occasioned the provision for the setting of interest rate by the Governor in Council. Were we, in this bill, to set an interest rate which seemed reasonable in light of the present general interest rate structure, and if general interest rates were to move one way or the other, we would be faced with either a lack of mortgage money, or mortgages being made but at an interest rate higher than necessary.

I am still in the same position as I was when I answered questions about the interest rate during the debate on the resolution. Although I cannot tell hon. members what the rate will be in the original instance or throughout the operations of the new insured mortgage arrangements, it might be helpful if I made some comments on this point.

When we come to set the interest rate we will have in mind that Parliament would wish to keep it as low as possible for the benefit of borrowers and yet high enough to attract a sufficient flow of mortgage funds. After all, the bill would accomplish little if it contained or had set by the Governor in Council an interest rate which did not attract mortgage funds.

The rate upon the lending institution's share of present National Housing Act loans is 5¾ per cent. Under the new arrangement the approved lenders will be advancing the full amount of the loan and for that reason there should be a saving in their expense ratio, perhaps one-quarter of one per cent. On the other hand, there has been a general upward trend in the mortgage interest rate structure during 1953. In my opinion a maximum interest rate for insured loans of, say, 5 per cent, although desirable from the borrower's point of view, would make the legislation completely inoperative because no mortgage money would be forthcoming. On the other hand, I believe that in light of the guarantees provided by the legislation a rate of 6 per cent would be too high.

I may say, Mr. Speaker, that mortgage money on prime residential mortgages at the present time is anywhere from 6 to 6½ per cent and sometimes higher depending on the areas and conditions.

Under the present joint loan arrangements an individual, borrowing $8,600 on a 20-year basis, makes a monthly payment of $57.68. A corresponding loan under the insured mortgage pattern, on a 25-year basis, which will also include an insurance premium of $172, making a total loan of $8,772, would have monthly payments of $51.03, $52.28, $53.54, $54.83 and $56.13 at 5 per cent, 5¼ per cent, 5½ per cent, 5¾ per cent and 6 per cent respectively. This will give hon. members an idea of the general range of monthly payments which may be required in the new arrangement. I think hon. members may be assured that the Government will give careful consideration to all the factors involved before establishing a maximum interest rate under this legislation.

The bill makes provision that the aggregate of all loans on which insurance policies have been issued shall not exceed $2 billion.

Up to this point my remarks have been related to the first 13 sections of the bill which deal with the change from joint lending to insured mortgage loans. This part of the legislation is new and it is important because it provides facilities to those able to buy or rent accommodation on an economic basis. But there are families who are not in this position. To meet their needs loans to limited dividend companies are available. Or where a municipality and a province feel there is need for rental accommodation with subsidized rentals for families of low income, the federal Government will participate to the extent of 75 per cent of the capital investment and subsequent operating losses. Where slum clearance and housing redevelopment are desirable, federal-participation is available for 50 per cent of the cost of the slum clearance. These and other important provisions, contained in the present Act, are submitted for re-enactment to round out authority for a comprehensive housing program. Hon. members are familiar with these provisions, but I will review them briefly and indicate any changes which are proposed.

The rental insurance plan, which must be distinguished from mortgage insurance, will be retained under the new legislation. It will be recalled that Central Mortgage has power to insure rentals and the re-enactment of this power makes it clear that where rental insurance is arranged, mortgage insurance is not necessary and therefore will not be available for the mortgage that finances the rental insurance project. Limited dividend provisions of the National Housing Act will be re-enacted. During the last year there has been substantially increased activity in this field. The present provisions contained under Section 17 of

the National Housing Act relating to loans by Central Mortgage to primary producers will be retained. The bill also re-enacts provisions to guarantee housing projects and land assembly projects undertaken by life insurance companies. A modification is introduced in that the allowed earnings of the life insurance company are increased from 6 per cent to 7 per cent, and the amount of the guarantee by Central Mortgage is raised from 2½ per cent to 3 per cent.

The authority contained in part IV of the present Act relating to Central Mortgage guaranteeing the home improvement loans and home extension loans is to be continued. The insurance principle will be introduced by establishing an insurance fee of 1 per cent. The guarantee fund, however, will be as at present in the National Housing Act. The interest rate provisions have been removed and will be established by the Governor in Council.

It is contemplated that the housing research and community planning provisions of part V of the present statute will be continued. It is proposed, however, that the provisions of Section 25 of the present Act relating to the experimental manufacture of component parts of a house, be embodied into the new part V and enlarged to permit the construction of houses for experimental purposes.

The provisions of the present Section 45, authorizing the Corporation to acquire land, install services and construct housing projects, will be continued.

The present partnership arrangements of the federal-provincial housing projects and land assembly are to be re-enacted without change, as are the provisions for federal participation in the slum clearance and re-development.

In these remarks I have tried to review all the main points involved in the bill, but there are a number of other matters, minor though important, that I have not touched upon. When the resolution was being considered I stated that I proposed moving that the bill be referred to the standing committee on banking and commerce. There will be opportunity in that committee for all parts sections of the bill to be reviewed and studied. Again, when the bill returns to this House and is in the committee of the whole, I will be glad if hon. members so request to deal with any matters which I have not touched upon today.

I feel that the various proposals contained in the bill, widening the source of mortgage funds, and the geographical coverage by mortgage lenders; facilitating more private lending by the insurance of mortgages; encouraging the extension of terms of loans and the reduction in down payment requirements, particularly in lower priced dwellings, should produce a great improvement in the financing of housing and at a time which would appear to be most opportune....

Mr. Donald M. Fleming (Eglinton): ... What are the principal aspects of the housing problem? Let us examine those with some care and measure the bill, as I think it is fair to do, in relation to them. What is delaying construction and greater use of the homebuilding capacity of the Canadian construction industry? How does the bill propose to help to make greater use of the homebuilding capacity of the Canadian construction industry? It would be fair to ask first of all what is the extent of the problem....

Certain it is that there is still a substantial housing need in Canada. The fact is that even with the favourable report the Minister has made to the House this afternoon concerning home construction in Canada in 1953, the total number of housing units constructed in Canada since the conclusion of the war has not equalled the new family formations....

Let us examine frankly and searchingly some of the aspects of this housing problem. In the first place, what are the needs? What are the factors which have contributed to the fact that, on the one hand, we have still a very large housing shortage in Canada, and on the other hand we have not employed to the full the capacity of the Canadian construction industry.

The first of these contributing factors is the shortage of serviced land....

The second major reason for the existence of the housing problem of Canada today is the high cost of construction. In 1950, according to figures issued by Central Mortgage and Housing Corporation, the average cost of construction of a home in Canada was $8,805. In 1951 that had risen to $10,211. The figures given by Central Mortgage and Housing Corporation in its last report issued recently for the third quarter of 1953 showed that in the first eight months of 1953 the average cost of construction of a home in Canada was $10,788.

The third aspect of the problem is in relation to the down payment required.... This gap between the available mortgage loan on the one hand and the cost of construction on the other has been widened.

The effect has been to prevent more persons from taking advantage of the opportunity of owning homes constructed for them under the provisions of the Act. This was an acute factor even prior to 1949....

Let us look at the way in which the gap between the cost of construction on the one hand and available mortgage loans on the other has widened. According to figures of Central Mortgage and Housing Corporation, in 1950 the average down payment on a new house constructed in Canada was $1,928. In 1951—and this figure relates to the end of 1951—that figure had advanced to $3,188. In other words, in a space of less than two years the average down payment in Canada had jumped by 65 per cent. That, sir, I suggest is as effective a way of measuring the problem existing in this country as one can find. It is a problem which arises out of the fact that the number of people in Canada today who have the ready and liquid funds available to make these increasing down payments is limited. And unless something is done in this respect, or unless there are changes made in other directions, then undoubtedly there is a band of those who do not own houses today but who would like to own them, people who in other respects are credit-worthy and whose incomes may be adequate to meet the standard prescribed by Central Mortgage and Housing Corporation and the Government, who are not able to enter the field.

Sir, the fourth of these aspects of the existing housing problem is the question of available mortgage funds. Here we must recognize the fact that there has been a tremendous demand applied to the existing supply of mortgage funds in Canada. We must not forget that there are still conventional loans to be provided for in Canada on both new and old construction; but the joint loans provided for under Part I of the present National Housing Act have absorbed the lending capacities of the present approved lending institutions virtually to their limit....

The present approved lending institutions have undoubtedly gone the limit. They have greatly increased the percentage of their investment portfolios devoted to mortgages. Let us also recognize the fact that if there have not been as many individual loans available, it is due to the fact that the average loan has increased in amount with the rising cost of construction. Even with a continuing stable supply of mortgage funds from this source, there is bound to be a reduction in the number of loans possible, in view of the present continuing high demand, and the supply of mortgage money from this source is not unlimited....

It has been calculated that the present available supply of mortgage money in Canada from present sources will provide for the construction at present prices of approximately 80,000 houses....

Now, sir, to sustain the financial requirements of a program of 100,000 housing units in Canada today at present prices there would have to be, it seems to me, either an extension of direct government loans, or some scheme devised to attract mortgage funds from other sources.

The fifth of these aspects of the existing problem is the income limitation on borrowers. It is provided by regulation that the amount of the periodical payment required from mortgagors for a loan under Part I of the Act shall not exceed 23 per cent of his gross income, and with very slight exceptions gross income does not include the income of the family; it is the income of the head of the family, the borrower only. Consequently one has only to look at the figures given by the minister himself when he spoke on April 28, as recorded at page 4490 of *Hansard*, to see that taking the average estimated cost of a house in Canada at $11,358, to qualify for a maximum loan adequate to service the construction of a house at that cost a person will have to have a gross income amounting to $3,696 per annum. Consider the number of those who have that kind of income in Canada today to meet the periodical payments on that basis—and that is after providing for the down payment, of course. As we have met, through the existing legislation, the case of those with the larger incomes, the number of those who cannot meet the existing requirements is necessarily bound to increase in proportion.

Now, sir, the sixth aspect is the period of amortization, or the period of time over which the mortgagor is permitted to make his capital repayments. Twenty years is the limit provided today. The attitude of the lending institutions under the existing Act has naturally been that they do not wish to see an extension of that period, because in that event the period of repayment, particularly in the early years of the life of the mortgage, when the periodical payment is largely devoted to interest and only a very small fraction to principal, does not keep pace with obsolescence of the

property. Again, there is the question of incentive to the owner to go on and complete the payment of his mortgage. Then there is the problem of relating the life of the mortgage to the earning lifetime of the borrower.

These have all been important factors in the attitude of the approved lending institutions toward any lengthening of the period of amortization of the principal borrowed on joint loans under Part I of the Housing Act. Therefore if there is to be any extension of the period of amortization it is necessary that there be some inducement held out, or some further security for the approved lending institutions who are asked to take additional risks.

The seventh aspect, sir, is the matter of interest rates. Of course the interest rate is on the one hand a matter of high importance to the borrower. It is also a matter of concern to the lender in relation to other market possibilities for return on his investment. Today we have achieved under the Housing Act an effective rate to the borrower on joint loans of 5¼ per cent because the government puts up 20 per cent at a rate of 3¾ per cent and the approved lending institutions puts up 60 per cent of the total 80 per cent loan at a rate of 5¾ per cent, making a combined rate of 5¼ per cent.... The interest on the first 20 per cent of the 80 per cent as contributed by the Government is at the rate of 3¾ per cent, and the lending institution puts up the other 60 per cent at a rate of 5¾ per cent, making a net rate on the 80 per cent, which is the total loan, of 5¼ per cent to the borrower.

Having reviewed these aspects of the present situation I think it is fair to apply to this bill this test: How does this bill propose to meet the problem from these various aspects? Then let us examine the bill particularly in relation to these seven aspects I have mentioned. On examination I find that these are the features of the bill.

First, the bill continues practically all of the provisions of the present Act except those under Part I in relation to the construction of housing on joint loan for owner occupancy. The provisions in relation to land assembly, limited dividend housing corporations, housing for rental, rural housing, home improvement loans, home extension loans, subsidized housing, research and community planning, are all continued in substantially their present form although the insurance scheme is applied to some of them.

Second, Part I in relation to joint loans for construction of houses for owner occupancy is abolished.

Third, the chartered banks of Canada and the Quebec savings banks are now admitted to the category of approved lending institutions under the Act.

Fourth, a new scheme of insurance is introduced in relation to loans under the Act and some other forms of housing under the Act, on which latter I shall not dwell.

Fifth, the amount of the mortgage loan is increased; instead of being 80 per cent, except in the case of defence workers, it now becomes 90 per cent on the first $8,000 of the approved lending value and 70 per cent on the balance.

Sixth, the period of repayment of principal of an approved loan is increased from 20 years to 25 to 30 years in the case of owner-occupied housing.

Seventh, we have a change in the provision for the interest rate. It is now to be prescribed by the Governor in Council by regulation and is not to exceed—this is the change—the interest rate on long-term government bonds by more than 2¼ per cent per annum.

The eighth feature is that the aggregate amount of all loans in respect of which insurance policies shall be issued under the Act is not to exceed $2,000 million.

With that brief review of the features of this bill I propose now to appraise it, to submit it to the test of whether it will contribute toward meeting the housing problem in the various aspects which I have enumerated....

First, what does it do in relation to the shortage of serviced land or to meet the needs of municipalities? It does nothing new. The provisions of this bill offer no change whatever over those existing in the present Act, and what is undoubtedly still the principal bottleneck in solving our housing problem today will continue. There is no provision in this bill in relation to it. This bill offers no help to the municipalities beyond such help as was offered to them under the existing legislation.

Second, in relation to the cost of construction, there is of course nothing in this bill dealing with that subject. It is quite possible—and the Government laid stress on this in the light of the action they took in 1951 to eliminate the one-sixth loan—that the additional funds being made available for lending on mortgage security could result in inflationary pressures. My under-

standing is that Central Mortgage and Housing Corporation intends to continue to impose a limit on the prices builders may charge for houses built with approved loans. There has been no statement on that from the Minister, but the Minister nods his head and I understand he confirms the statement I have just made....

The third aspect is this matter of the down payment. The scheme proposed by the Act does offer some assistance in this regard through a reduction in the down payment....

Now, sir, let us come to the next item in this aspect of the housing shortage, which is income limitation, another test of eligibility. There is no indication in the bill that any change is contemplated in the 23-per-cent relationship between gross income and the monthly payment. It is evident, of course, that by stretching out the repayment of principal the periodical payment is thereby somewhat reduced, not greatly but certainly to some extent, by relating the 23 per cent to a slightly smaller payment. In that way the gross income required of an eligible mortgagor will be slightly reduced.

But again, subject to the accuracy of the figures of the amateur mathematician now speaking, and assuming a rate of 5¼ per cent on a loan of $12,500, under the Act at present the gross income required of the mortgagor would be $4,600 per annum. Under the new Act, with the 25-year period of repayment, the gross income required would be $4,360. In other words there is just $240 difference in the gross income required in that case under the present bill as compared with the existing Act. Of course this is assuming that under the new act there will be the same effective rate of interest to the mortgagor as obtains at present, namely 5¼ per cent, though that is an assumption which the Minister, in the light of his statement today, is not yet prepared to make....

Sixth aspect is the interest rate. This is a matter that I believe is bound to engage the attention of the House because of the importance of the interest rate in relation to the whole question of bringing into effective demand a number who are not now eligible for loans under the existing Act....

The Minister has been frank today in his approach to this question. He has, it will be noticed, carefully refrained from any suggestion that the interest rate will not go up. Now, sir, this is a matter of extreme importance. The bill provides that the interest rate permissible under the new insurance scheme shall not exceed by more than 2¼ per cent per annum the effective rate on long-term Dominion of Canada bonds. Long-term could mean 20 years, but I understand that today the maximum maturities run to about 15 years and that the effective market rate on bonds of that maturity is about 3·65 per cent. Admitting that 2¼ per cent is the maximum additional rate under the legislation we are now called upon to enact, this new bill will provide a possible rate of 5·9 per cent on mortgages as compared with the existing rate of 5¼ per cent on loans under Part I of the present Housing Act.

It is expected, of course, that by insuring the loan and thereby reducing the element of risk the lending institutions may be willing to accept a somewhat lower rate of interest than the 5¾ per cent they are now receiving on their share of the joint loans under Part I of the Act. But that remains to be seen....

Mr. Winters: On the question of the down payment, and just to make one other correction of what might be left as an impression, the insurance premium will not go towards increasing the down payment. ... If, for example, there is a lending value of $12,000 and the amount of the loan is $10,000, the insurance premium in that case would be $200. That premium will be an increase in the amount of the mortgage loan rather than an increase in the amount of the down payment.

Mr. Fleming: ...I come to the major question as to what effect this bill is going to have in increasing the supply of funds available for mortgage lending under the Act. Here, sir, I think there are three aspects of this matter that must command the consideration of the House. The first is the elimination of joint loans under the present Part I of the Housing Act. The second is the admission of banks to the circle of approved lending institutions, and the third is the insurance scheme....

I take it that the principal purpose that the Government has in mind in introducing this legislation is to increase the supply of mortgage funds.... Will the bill have that effect? The Minister was frank enough in his statement on December 16 to say in effect that he could not tell, and I am sure that if he cannot tell nobody else can....

Let us look at these three aspects, and first of all the abolition of Part I of the National Housing Act. Those of us who have tried to keep ourselves close to the housing problem will, I am sure, view the proposed departure of Part I of the Act

with very great regret. Part I of the National Housing Act has been in force since 1944 and it has been, I think, as fruitful a piece of legislation as this parliament is likely to enact in the ordinary course of events. It has created an individual pool for each lending institution under which the Government and the lending institutions have, in approved proportions, shared the risk. Seventy per cent of the lending for new one-family residential construction today comes from that source. In the first eleven months of 1953 we saw that joint lending under Part I of the Act provided for the construction of some 30,500 units. Conventional loans, on the other hand, as an investment for the funds of the approved lending institutions, attracted just $92 million by comparison in the same eleven months' period for 17,500 units....

I come now to the second aspect, the matter of admitting the banks to the category of approved lending institutions. ... Even if this legislation goes into effect quickly, it will still be necessary for the banks, in order to follow wise and prudent investment policies, to diversify their investments and to meet the traditional obligation of Canadian banks to finance the development of Canadian resources. Today bank funds are substantially employed.... On a recent occasion when the Minister was speaking in the city of Toronto, he did hold out the hope that, without trespassing upon their existing volume of loans and investments for other purposes, the banks would have available a volume of funds arising from new deposits as the population increased. If the population increases, then certainly the demands upon the banks to finance increasing and expanding development of Canadian resources are likewise going to increase....

Sir, it would be a bold man, one indulging in a good deal of speculation on the subject, who would be prepared to say with any degree of confidence exactly what amount the banks are prepared to devote to investment under this bill, by way of mortgages. I know we can assume that the banks will co-operate; but I hope we are not going to contemplate any pressures being exerted upon the Canadian banks to put depositors' money into long-term investments on mortgages under this Act, when the course of bank experience and the necessities of preserving liquidity would dictate to those responsible for the banks' investments that they should not go too deeply into investments of this new kind....

The provision for insurance by Central Mortgage and Housing Corporation is no guarantee whatever of liquidity for these bank investments. What is proposed by the government in relation to liquidity, as the Minister stated in his speech this afternoon, is that the Bank of Canada Act is to be amended to provide that the mortgage portfolio of chartered banks is to be eligible for loans from the Bank of Canada.

That will have to be considered a feature of high importance in assessing the provisions of this present bill in regard to the needed preservation of liquidity on the part of bank investments. I make only one further comment on the matter of bank investment, and I do it by way of trying to bring this matter into its true proportions, and eliminating wishful thinking—which undoubtedly all of us have been tempted to do in this respect, not excluding the Minister himself....

To assume that the banks are going to pump vast resources into mortgage investments on the one hand, and also that 4,000 bank branches in Canada are all suddenly going to become local lending agencies, is to make an assumption that is not warranted by an authoritative knowledge that exists at the present time.

The third feature is this insurance scheme. This is designed, of course, to make the lending on the new terms palatable to the banks, and to encourage the present lending institutions to enlarge their mortgages. Because while previously approved lending institutions have been providing 60 per cent of the 80 per cent of approved lending value, from this point forward, on an increased lending value, they are expected to put up the full 100 per cent of the loan....

While this insurance scheme has some precedent in the United States, our situation in Canada is rather different; and I do not think precedent in that respect can be pressed too far. Let us also recall that the loan is limited to 98 per cent of the mortgage risk. I am referring to the principal and the arrears up to six months. A 2-per-cent premium is paid for it by the mortgagor. The limit of $125 may not be adequate to cover the expenses to the mortgagor; and for that reason I caution the House against assuming that the guarantee will be worth 98 per cent of the face value of the mortgage....

Mr. J. W. Noseworthy (York South): ... It is true that one of the bottlenecks that have created the housing shortage is the shortage of mortgage funds, and apparently the sole purpose of the changes introduced

into the National Housing Act by this bill is to try to overcome that shortage with the distinct understanding, I presume, on the part of the Government, that if only that difficulty can be met, if only money can be made available for mortgage funds, our housing problem will be solved. Many other factors enter into the solution of the housing problem than the amount of mortgage funds available.

I shall try to deal with some of the principles of the bill. I shall try to present my criticism of them and make what I hope the government will consider constructive suggestions for improvement, although on that latter point I must say that I have not very much hope. First let us look at the proposal to insure mortgages. The principle underlying mortgage insurance is that the lending institutions can receive an insurance payment, in reality a debenture guaranteed by the government, upon the transfer of the mortgaged property to Central Mortgage and Housing Corporation....

On the whole one of these insured mortgages presents fairly good security to the lending institution....

There is not the slightest indication in the bill that the Government has given one moment's consideration to any protection for the original purchaser of a property. There is no protection whatever for the equity that a purchaser may have in a property when circumstances force him to default and Central Mortgage and Housing Corporation obtains possession of the property. Moreover, I think that the protection provided under these insurance policies is entirely unnecessary. It is unnecessary protection for the lender and it creates an additional cost to the purchaser....

Since I presume some such measure as this is necessary if the banks are to be induced to depart from their ordinary practice and put money into mortgages, possibly some new mortgage money will be made available. Whether or not the amount of money the banks can be induced, under this legislation, to put into the general mortgage pool will be more than the Government withdraws from the pool by terminating its joint lending policy, or whether it will be enough to make any appreciable difference in the number of houses that will be built, remains to be seen....

We may possibly get a little more mortgage money. Even if we do succeed in getting more mortgage money into the mortgage pool from the bank, that in itself is not going to solve the housing problem. ... We must take other measures. Even if we extend the moratorium period to 40 or even 50 years, and thereby reduce the monthly payment on houses, there will still remain a large sector of the Canadian people who will not be able to secure homes. It is true that by some such measure as that we may be able to make it possible for those in the $3,000 bracket or those in the $2,500 bracket to purchase homes, whereas now they are excluded from that possibility. Even under those circumstances we shall still have well over 50 per cent of the wage earners of Canada unable to purchase homes.

I suggest that instead of terminating the joint lending principle under which the Government has been operating in the past the Government should, as we in this group have suggested many times, issue loans directly to borrowers through the Central Mortgage and Housing Corporation and set up a special revolving fund for that purpose....

I have pointed out a number of times in this House that a reduction of 50 per cent in the interest rate will do more to reduce the carrying charges on a house than a 50-per-cent reduction in the cost of labour and materials.

Again, we criticize this bill because no fixed interest rate is stated. The interest rate may vary, and apparently it may go as high as five and three-quarters per cent or even six per cent. Again I suggest that the Government should make money available for housing at not more than two per cent. That, in itself, will do more to reduce carrying charges on houses, and to make houses available to those in the lower income groups, than any other measure we could take.

If the Government wants to maintain the present interest rate, then I suggest that it should subsidize the interest rate on housing, as a social service to the country, or at least that it should subsidize the interest rate on housing below a certain cost, in order that, through that means, we may make houses available to more people in the lower income groups. If the Government does not want to subsidize the interest rate on housing, then I suggest that it use the facilities of the Bank of Canada to provide money for housing at the rate of 2 per cent.

I see no reason why the limitation of $8,000 should be placed in the bill before 90 per cent of the lending value can be secured. I suggest that instead of limiting

the 90 per cent lending value to $8,000, that figure should be raised to $12,000. Today it is practically impossible to purchase a bungalow in the Toronto district for much less than $12,000. I suggest the Act should permit a loan of 90 per cent on houses with a lending value up to $12,000. If the Government would agree to a lower interest rate, then I would be all in favour of a longer amortization period than is provided in the bill.

There is no new change in the legislation, so far as low-rental housing is concerned. Low-rental housing presents one of the great needs of our time. There are and there will be a great many people who just cannot afford to buy or to build homes, even under the most favourable conditions. There are and will continue to be many people who will have recourse to renting homes, if they are to have homes at all. And for that lower income group who cannot afford to buy or to build homes, I suggest that the Government should establish a rental subsidy fund.

The present legislation provides means whereby the government may enter into partnership with a provincial government or a municipality in sharing the cost of building and the cost of maintenance. However, I can find nothing in the legislation whereby the federal Government undertakes to make any provision for a reduction in the rent below the economic level.

If those houses are to be available, then they must be available to the people on the basis of their income, and not on the basis of an economic rental. Somebody must then be able to make up the difference between the rent charged and what would constitute an economic rental. I suggest that if the Government is to meet the low-rental housing problem, it should set up a low-rental subsidy fund for that purpose.

One of the drawbacks in connection with housing, as the hon. member for Eglinton (Mr. Fleming) pointed out, is the difficulty that municipalities have in providing serviced land and schools for new subdivisions. I suggest that any legislation which attempts to meet the present housing need should make some provision whereby the federal Government could come to the assistance of the municipalities, through the provincial governments, for the building of schools and the provision of serviced land....

Mr. F. G. J. Hahn (New Westminster): ...On three vital points that interest me I think the Minister is to be commended. First, the Government recognizes the vital need for housing. Second, the Government recognizes the need of improving older homes. Third, the Government is trying to provide means of financing those homes. I think those are three most important essentials....

I submit that the down payment proposed in the bill is still too high. The down payment of 10 per cent on the first $8,000 is quite equitable, but when you start adding 30 per cent above that it results in just too much money for the ordinary individual....

As I read the bill, it contains an arrangement whereby a man building a home may do some work on it and can apply that to the loan. The bill is not too clear, but I wonder whether or not the man who was constructing a home could work on that home himself and have that apply on the down payment, or at least a certain portion of it. I think that might be worthy of consideration....

One other factor to consider is the rate of interest. It was dealt with in some degree by the hon. member for York South (Mr. Noseworthy). The rate he suggests, is 2 per cent.... I think it will have to be a little more than 2 per cent, because 2 per cent will probably not pay for the cost of handling the funds....

Mr. J. E. Brown (Brantford): ...What concerns me in connection with this bill is not reducing the amount of the down payment below what is provided or extending the term of tenure of the mortgage. What is concerning me is this: will the bill result in loans becoming more available to the average citizen? That is the question which is paramount; that is the question on which this bill should stand or fall....

If housing loans become more available to the general public than they have been in the past, then this bill will have amply fulfilled its purpose and will have justified the basic idea which prompted the Government to bring in the legislation at the present time....

Mr. R. H. Small (Danforth): ...The bill was intentionally designed to help the purchaser; but when these restrictions are placed upon it, it means that when a fellow goes to purchase a home he is confronted with a situation of such magnitude that he cannot possibly get loans from the lending companies.... I should like the Minister to study this matter further to see if he cannot find some way of reducing the salary requirements insisted upon by the lenders and give him the advantages intended....

Debate adjourned.



Participation of Women in Canada's Labour Force

Number of women in labour force increased almost five-fold from 1901 to 1951, ratio of employed women to population of working-age women almost doubled, their proportionate increase has far exceeded men's

More women in Canada are working today than 50 years ago—and in a greater variety of jobs.

From 1901 to 1951 the number of women in the labour force has increased almost five-fold to 1,164,300 (*see* Table I), the ratio of women in the labour force to the total population of women of working age has almost doubled, and the proportionate increase in their numbers in the labour force has far exceeded that of men (*see* Chart 1).

The expansion of employment opportunities for women has paralleled the industrial development of Canada during the past 50 years. The last ten or twelve years shows this most clearly. The great expansion of the country's productive capacity during the past decade has been reflected in the largest advance in the employment of women in Canadian history.

Both world wars have played a considerable part in speeding the trend toward the increased participation of women in the labour force. The very tight labour market situation created by wartime conditions made it essential that women in large numbers work in industry and in a variety of occupations as a contribution to the war effort. Even apart from the emergency situations caused by war, however, there has been a long-term trend toward the increased employment of women.

The change in the nature of activities carried on in the home has probably been one of the most important factors affecting women's employment, for it has resulted in the development and growth of many consumer and service industries throughout the country. Factories, restaurants and bake shops undertake the weaving, sewing, baking and preserving of food once done by the mothers and daughters in the home. A vast network of stores has come into being to distribute these goods to the public. Service industries have developed to provide the population with entertainment, personal services, welfare and health services.

Over the years Canadian goods produced have increased greatly both in quantity and diversity. Higher personal incomes have nurtured this industrial growth which, in turn, has lead to large increases in employment. At the same time women have come to predominate in the labour forces of many of the consumer-connected service industries.

Mechanization has assisted in the creation of employment for women outside the home. It facilitated transportation, introduced new means of communication and lightened many household duties. Probably its most far-reaching effect for women, however, resulted from the greater use of machines in industrial processes. Power-driven machines have done an increasing amount of the heavy work in the factory. Physical strength has become less important and so many more jobs can be filled by women.

Technical innovations have created many new products, from automobiles to television; this in turn has led to new occupations, many of which are suitable for women.

The growth of industrialization has made production and sales operations more complex. The consequent need for a vast

network of record-keeping, communication, production planning and other activities, all of which require large clerical staffs, has created a large demand for women workers; in these fields, job opportunities for women have expanded rapidly.

In addition, employment of women has increased in response to the development of extensive social security programs. Many administrative and other service activities have come into being as a result of programs of unemployment insurance, old age pensions, retirement plans, health and other security schemes.

The economic expansion of this period, of which only a few developments have been mentioned, was accompanied by equally revolutionary changes in patterns of social life which have made possible the greater availability of women for employment. Among those particularly affecting women were the smaller family, the movement of the population from the country to the city, the advance in women's education, and a greater acceptance of the equality of women in economic and social life.

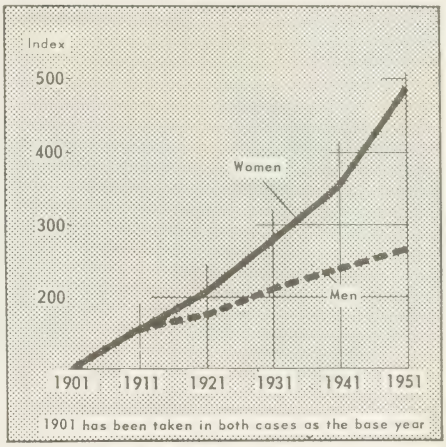
Changing Characteristics

The increasing employment of women has been reflected in a variety of changes in the composition of the female working force.

Probably the most notable of these, stemming from industrial and occupational changes, is the increase in the employment of married women.

Chart 1

PERCENTAGE INCREASE IN MEN AND WOMEN IN THE LABOUR FORCE 1901 – 1951



The number of married women in the labour force rose from 85,600 in 1941 to 349,000 in 1951, from accounting for 10 per cent of the female labour force to forming 30 per cent of it (*see* Chart 3). However, it should be noted that the classification of married women in 1941 excluded some who fell into this category in 1951 for reasons mentioned in footnote 1 to Table I.

The emergency conditions of the Second World War were largely responsible for bringing significant numbers of married women into employment in Canada. Increased facilities for training, the increase in

TABLE I.—WOMEN IN THE LABOUR FORCE 1901-1951

	Female Population 14 years and over	Female Labour Force (1) (2)	Per Cent of Women in Labour Force	Per Cent of Women to Total Labour Force
1901.....	1,768,400	237,900	13·5	13·4
1911.....	2,280,900	364,800	16·0	13·4
1921.....	2,852,700	490,200	17·1	15·5
1931.....	3,478,600	665,900	19·1	17·0
1941.....	4,130,000	832,800 (3)	20·2	19·9
1951.....	4,943,900	1,164,300	23·6	20·0

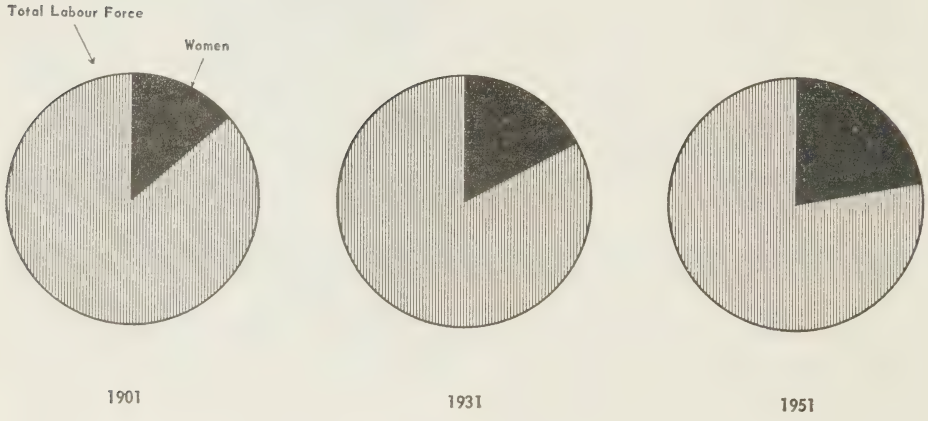
(1) The figures before 1951 cover the "gainfully occupied" women; in 1951 the concept was changed to women in the "labour force". The main distinction between the two is that the former refers to the usual occupation during the year while the latter refers to the specific activity during a particular week. Some of the women working in earlier Censuses were not included because their usual activity was considered to be home-making. They were included in the labour force in 1951, however, if they were employed or were seeking employment during the week of the Census. It should also be noted that the number of women in the labour force in 1901 might be slightly underestimated because of the enumeration and classification methods used at that time.

(2) From 1901 to 1931 the labour force includes women 10 years of age and over; from 1941 to 1951 includes women 14 years of age and over.

(3) Not including those on active service.

Chart 2

PERCENTAGE OF WOMEN IN THE LABOUR FORCE



marriages, the shift in population from the country to the cities, the large number of husbands overseas; all played their part in expanding the employment of married women.

While emergency conditions brought them into employment, the increased education and job experience of women have helped to maintain a considerable number of married women in the labour market. High living costs have contributed to the desire of many wives to obtain work in the post-war years. Although the majority of them work only for the first few years of their married life, some have full family responsibilities, while others who are older are able to work because the responsibilities of a family have lightened as the children have grown up.

The expansion in the employment of married women has occurred in almost all areas, occupations, and industries. It has been slightly greater in proportion to single women in agriculture, proprietary and managerial occupations, and in trade and manufacturing. The professions and banking establishments have not employed quite as many but even in these fields at least one out of every five working women is married. The only instance where the

TABLE II.—PARTICIPATION OF WOMEN IN THE LABOUR FORCE BY MARITAL STATUS

—	Population 14 and over	Labour Force	Per Cent of Labour Force to Population
1931—			
Single women	1,248,000	537,700	43
Married women	1,938,100	66,800	3
Widowed and divorced	292,100	61,400	21
1941—			
Single women	1,431,700	665,600	46
Married women	2,336,500	85,600	4
Widowed and divorced	361,800	81,600	23
1951—			
Single women	1,348,500	723,400	54
Married women	3,119,800	349,000	11
Widowed and divorced	475,600	91,900	19

Chart 3

INCREASE IN MARRIED WOMEN IN THE LABOUR FORCE 1931 – 1951

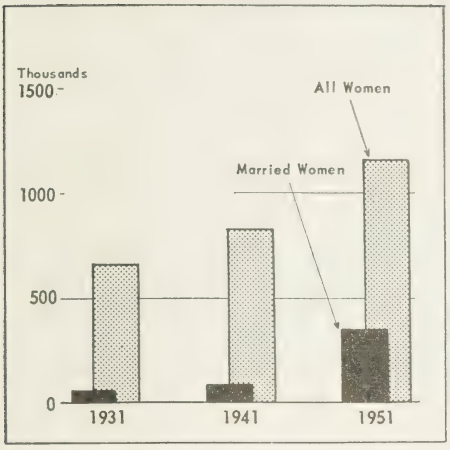
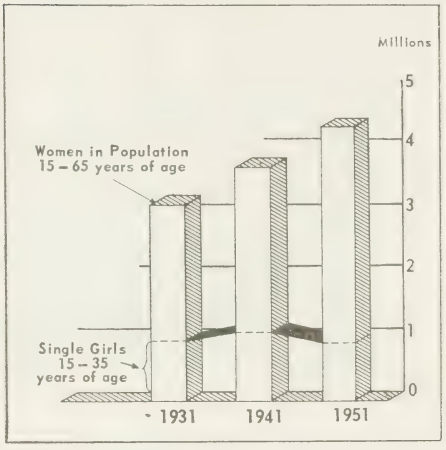


Chart 4

DECLINE IN POPULATION OF SINGLE GIRLS 15 – 35 YEARS OF AGE 1931 – 1951



proportion is less than 20 per cent is in the employment of women as household workers in private homes.

Classification by Age

An increase in the ages of working women has also accompanied the rise in number of married women working. Chart 4 shows one of the basic reasons for this: there are fewer single girls in the population between the ages of 14 and 35 years than there were ten or even twenty years ago. The employment of girls in this age group is not increasing as fast as that of other age-groups because the marriage-rate and birth-rate continue high and because the number of girls leaving school is low as the result of the low-birth rate of the Thirties.

The greatest proportionate gain in the employment of women in the last ten years occurred for those between the ages of 35 and 44, and 45 to 54 years. The number of persons in these two groups increased by 80 and 85 per cent respectively, in contrast with the rise of 40 per cent for all age-groups (*see* Table III). During the ten-year period, some 88,900 women in the 35 to 44 age-group and 63,800 in the 45-54 group were added to the total of those employed. The participation in employment of women in these two age-groups has now risen to about one in five of the population compared with one in six in the 35 to 44 age-group and one in eight for women 45 to 54 in 1941.

The younger groups, however, still predominate in the employment of women. Chart 5 shows the participation of women in employment by the various age-groups in 1951.

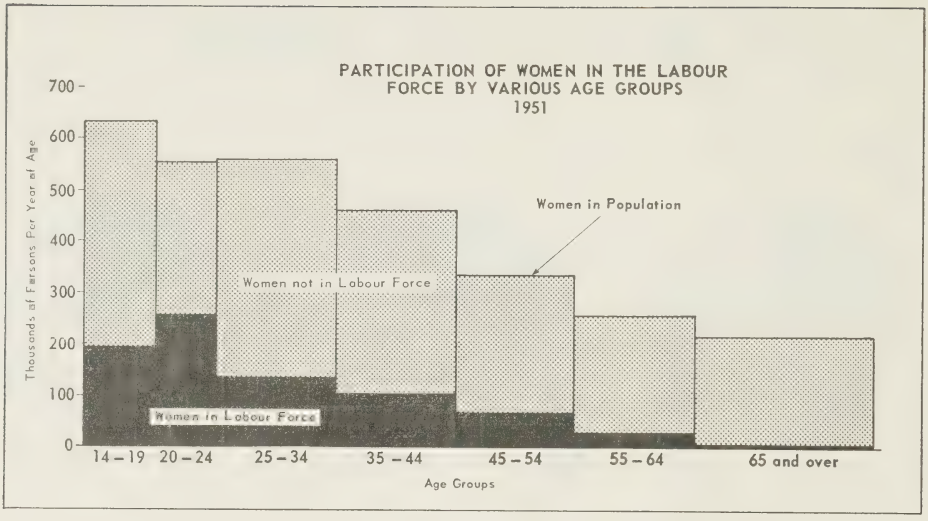
Educational Level

The change in the educational level of working women during this period has been another important trend. As a woman's educational level rises, the number and variety of jobs open to her increases greatly.

TABLE III.—WOMEN IN THE LABOUR FORCE BY AGE GROUPS

Age	1941	1951	Increase from 1941 to 1951	
			No.	%
14—19	144,500	197,100	52,600	36
20—24	215,000	257,600	42,600	20
25—34	220,800	268,200	47,400	21
35—44	111,300	200,200	88,900	80
45—54	74,800	138,600	63,800	85
55—64	45,700	75,400	29,700	65
65 and over	20,700	27,200	6,500	31
Total	832,800	1,164,300	331,500	40

Chart 5



Statistics are not available, however, to show the extent of this advance over the 50-year period. Table IV reveals that the general level of education of females in the labour force in 1951 was substantially higher than that of males.

Educational standards are generally high for jobs in the clerical and professional field, where about 40 per cent of the women are employed; very few enter this work without some high school education. More than a third of the women in the professions, for example, have 13 of more years of schooling. In contrast, about 40 per cent of the men are employed in agriculture and manufacturing, where the majority have only public school education. The general educational level of males tends to be relatively lower because boys as a rule start to work earlier than girls. In the age-group 16 and 17, 52 per cent of the boys were in the labour force compared with 32 per cent of the girls. A similar situation existed in the age-group 14 and 15, although smaller numbers were involved.

Experience in Canada, U.S. and U.K.

Chart 6 shows the extent to which women in Canada participate in employment compared with the United States and the United Kingdom. The labour force in the three countries is shown as a percentage of the population for each of the five main age-groups.

Probably the most outstanding fact revealed by the chart is that the proportion of women participating in employment in Canada is considerably lower than in either of the other two countries. This is true for women of all ages with the one small exception of the 20-24 age-group, where the proportion employed in Canada is fractionally higher than in the United States.

The reasons for this consistent and appreciable difference are not easily explained. The analysis is made difficult by the fact that the causal factors cannot always be separated from one another, and sometimes cannot be measured. Also, detailed comparisons are not always possible between the three countries because of differences in the methods of collecting the relevant statistics.

TABLE IV.—PERSONS IN THE LABOUR FORCE BY YEARS OF SCHOOLIN G, 1951

Years of Schooling	Male	Percentage	Female	Percentage
0— 4	342,700	8·3	35,000	3·0
5— 8	1,924,800	46·7	360,600	31·0
9—12	1,466,500	35·6	614,100	52·7
13 plus	387,800	9·4	154,600	13·3
Total	4,121,800	100·0	1,164,300	100·0

Only the more significant and clear-cut factors contributing to the situation can be discussed here. To simplify the difficulties, comparison will be confined mainly to Canada and the United States.

Primary industries provide employment for a larger proportion of the labour force in Canada than they do in the United States. This significantly lowers the participation rate of women in Canada because of the small proportion of women employed in this type of industry (women made up only 4 per cent of the agricultural labour force in Canada in 1951, according to Census definitions*). On the other hand, a much larger proportion of the labour force in the United States is employed in the trade and service industries where the proportion of women holding jobs is much greater.

Participation rates in Canada are influenced by the relatively larger rural population and the proportionately fewer big cities. Statistics indicate that the participation rate as a rule increases in relation to the size of the city and is greater in urban than rural communities.

The lower participation rate of married women in Canada is directly affected by the larger proportion of children in the country, particularly children of pre-school age.

The participation of negro women in the United States is also greater than of white women in either Canada or the United States. This is an important factor as about 10 per cent of the female population in the United States is negro. The greater participation is particularly evident in agriculture, where the proportion of negro women in the labour force is roughly 30 per cent whereas that of white women is roughly 5 per cent.

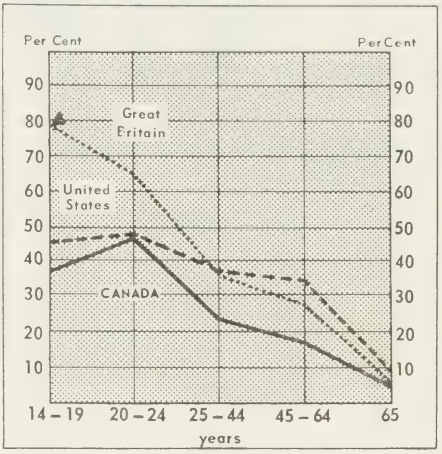
While it is impossible to measure the effect of social attitudes on employment, there is no doubt that they play a significant part. It should not be assumed,

*It is difficult to distinguish between farm women who should be considered part of the agricultural labour force and those who might rightfully be classified as housewives or daughters on farms. The present methods of enumeration assign the great majority of women to the latter group rather than to the labour force.

Chart 6

PARTICIPATION OF WOMEN IN THE LABOUR FORCE IN CANADA, BY AGE GROUPS, COMPARED WITH THE UNITED STATES AND GREAT BRITAIN, JUNE 1951.

(total population for each age group 100%)



Source: U.S. Bureau of the Census, Current Population Survey Reports, Labour Force, July 1951. Canada – Census, June, 1951. Great Britain – General Registry Office, Census, April 9, 1951, One Per Cent Sample Tables, Part 1.

▲ This is calculated on the basis of the population 15 – 19 and the Labour Force 14 – 19.

however, that attitudes are necessarily more favourable to the employment of women in the United States than in Canada. A comparison of the participation of women in three cities of similar size and industrial composition in Canada and the United States showed that the rates were actually higher in Canada than in the United States. A great deal more investigation would have to be made, however, before any conclusions could be drawn for the country as a whole.

The industrial and geographical structure of Canada and the United Kingdom would be important factors in explaining the differences in participation rates between the two countries. Furthermore, the United Kingdom has a lower school-leaving age and provides many day nurseries for working mothers. A lower marriage- and birth-rate also tends to increase participation rates in the United Kingdom compared with Canada.

--Prepared in the Employment and Labour Market Section,

Economics and Research Branch

Department Broadcasts Six Talks about Women in Employment

Five prominent Canadian women appear on "Canada at Work" program and speak on changing pattern of women's employment, future of women in the economy, shortage of stenographers and nurses, effect on home life

A series of six weekly radio broadcasts on the subject "Women in Employment" consisting of addresses by five women prominent in women's organizations, government, the legal profession, social work and nursing was completed last month. The broadcasts were sponsored by the Department of Labour as part of its regular weekly radio feature "Canada at Work," which is carried by a network of Canadian stations.

Speakers were Mrs. A. Turner Bone, President of the National Council of Women; Miss Ruth Hamilton, Co-ordinator of Women's Employment, Unemployment Insurance Commission; Miss Margaret P. Hyndman, QC, Vice-President of the International Federation of Business and Professional Women and Past President of the Canadian Federation of Business and Professional Women's Clubs; Miss Nora Lea, President of the Toronto Branch of the Canadian Association of Social Workers and Executive Secretary of the Protestant Children's Homes; and Miss Helen G. McArthur, President of the Canadian Nurses' Association.

Mrs. Turner Bone examined the changing pattern of women's employment. Miss Hamilton, who appeared on two programs, spoke on the future of women in a changing economy and discussed the question: "How serious is the shortage of stenographers?" Miss Hyndman spoke on women in executive and professional occupations, Miss Lea the effect on home and family of women in employment, and Miss McArthur on the supply and demand for nurses.

Changing Pattern

"The entrance of women in great numbers into the industrial world is the greatest change" in the time she has been connected with the National Council of Women, said Mrs. A. Turner Bone on the broadcast that opened the series.

The change began, she said, during the First World War. "During that period women in Canada really came out of the kitchen into the industrial world and have never returned," she explained.

Mrs. Turner Bone listed the chief occupations for girls and women before the First World War and as they are today. Before the 1914-1918 war, domestic service absorbed the greatest number of women gainfully employed, followed by teaching, nursing, clerking in stores, office work, factory work, and librarian. Now factory workers are first in numerical strength, followed by teachers, those in service occupations—domestics, waitresses, etc.—nurses, and office workers.

One change in the industrial world brought about by women's entry into it has been their expression of the desire for equal pay for equal work, she said. "This is a big question," she added. She did not, however, go into much detail on the subject.

Turning to some of the problems encountered by women in employment, Mrs. Turner Bone said:—

"Women in business have experienced discrimination on the part of employers in favour of a man simply because she was a woman. Women have also had the experience of losing out in favour of a man at promotion time. These are some of the problems that women are meeting in the working world. The discrimination against the older worker has also been demonstrated. There seems to have been a tendency on the part of management to

employ a younger, more glamourous-looking person even at the expense of experience and dependability."

On the subject of part-time employment she said:—

"Women have shown that there is a growing number of married women wishing part-time employment, either because of the necessity for a larger take-home pay for the family or because of the preference of the woman to work outside the home; and also there is the desire of a woman to prepare herself for that later period when the children have launched into a life of their own, independent of her, and she wants to work again."

Women's Future in a Changing Economy

Women will continue to assume wider and greater responsibilities in Canada's national life, Miss Ruth Hamilton predicted in her talk on the future of women in a changing economy.

It was not so long ago, she said, when stories of their extraordinary experiences in struggling to get to the top would be recounted as evidence of how difficult it was for women to gain recognition of their abilities in a man's world. Other women were thus encouraged to attempt to make careers for themselves in the industrial or professional fields hitherto the exclusive territory of men.

Today, all this is quite different, said Miss Hamilton, adding: "It may not be that conditions are such that women no longer meet prejudice but generally they are accepted on a basis of their qualifications for the job and not as slightly inferior substitutes for male workers."

The full emergence of women into the labour market was hastened by the two world wars, Miss Hamilton explained.

"The increase in the female labour force was greater during the decade of 1941 to 1951 than in any previous ten-year period in Canada's history. In 1901, women formed 13·3 per cent of the total labour force of Canada. This percentage increased steadily to 18·5 per cent in 1941, and at the time of the 1951 census the ratio stood at 22 per cent. To even glance through the reports and tabulations based on the 1951 census, it is obvious that women have entered many occupations and industries previously considered unsuitable for them, and that there are few fields into which some women, if only a few, have not ventured," she said.

About one-third of the female labour force are married women, Miss Hamilton said, and this increase in married women workers has followed the steadily rising cost of living during the post-war years. Many married women work in order to maintain high living standards, for the greater financial security of their families, to build up funds for the education of children, and to supply care for dependent and aging relatives. "Women work, like men, because they must and to get what they most desire," she added.

Single women, who constitute two-thirds of the female labour force, work in most cases because they must support themselves. "These women ... have advantages today which were not available to women prior to the last war. They have the assurance that they are acceptable for employment in accordance with their qualifications for the job; they have a wider choice of occupations and they can, in many instances, demand equal pay for work equal to that performed by male workers," Miss Hamilton said.

Pointing out that job opportunities for women will increase as Canada's economy continues to expand, Miss Hamilton said it may be more difficult for some women to find the right job—that job in which they can utilize their abilities, training and skills. Proper connections can be found through the National Employment Service, she said, which provides special facilities for women seeking employment.

Miss Hamilton listed several changes over the years that have made it possible for women to become important factors in the working world. These are an expanding economy where the supply of male workers has been insufficient to maintain production, the increasing use of skill rather than strength in our mechanized age, the decreasing demands of the home brought about by modern inventions and commercial services, and finally economic pressure with its two-fold aspect of meeting increased living costs and satisfying the desire for more and more of the good things of life.

"As for the future," said Miss Hamilton, "it will be largely what we can make of it, and as in the past, women have proved their capacity to meet the problem, so will they continue to assume wider and greater responsibilities in Canada's national life."

Executive and Professional Occupations

It is surprising to recall, Miss Hyndman said in her speech on women in executive and professional occupations, that it was only in 1868 that the first woman was licensed to practise medicine in Ontario, and only in 1883 that the first woman graduated in medicine in Ontario.

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It was only in 1897 that Clara Brett Martin was called to the Bar of Ontario —the first woman barrister in the British Empire. Miss Martin had first to fight to get the Legislature to pass an act to allow her to become enrolled as a student solicitor and ultimately to practise as a solicitor, Miss Hyndman said. Then, having passed her examination, she still had a fight to get another act passed to allow her to be called to the Bar and to practise as a barrister before the courts. Thus the doors were opened to all women in Ontario who wanted to practise law.

"To have the law of Ontario so amended," Miss Hyndman said, "Miss Martin had to convince not only the men lawyers practising then, but the members of the legislature, also all men, that what she was proposing was not immoral, or immodest, or indecent, and that it was fair and just, not only that women should be allowed to choose and practise a profession, but that it was fair and just that women who came before the courts should be able to be represented by women, if they so desired."

Similar legislation followed in most of the other Canadian provinces, although it was not until many years later, in 1919, that Canadian women were given the franchise.

"In the fifty-six years since the first woman was admitted to practise, what has happened? asks Miss Hyndman. She said:—

We now practise in every province of Canada. In Ontario alone there are 159 women lawyers and we have one woman a judge, Judge Helen Kinnear, the first woman judge of a court of record in the British Commonwealth. In the whole of Canada there are 17 women Queen's Counsel. Some women practise in the criminal field—there are at least two Canadian women who have defended persons accused of murder, and both successfully—but more in the civil field. Many of them are largely engaged in court work, some in office practices, some in government or court offices. In the city of Toronto, I estimate that there are at least seventy women in practice, all earning good livings, more than they would earn as teachers or nurses or in other professions more usual for women.

The story of the first women in medicine was much the same. In days not so far behind us, women attending the university medical school for the first time could never find a seat in a lecture room, but had to stand for lectures throughout their first year, at least. This was because of a concerted effort on the part of men in the course to discourage them. Although Dr. Augusta Stowe Gullen was admitted to practice in 1883, for many years thereafter women were educated in a separate medical school. Now there are hundreds of women practising all branches of medicine in every part of Canada.

The variety of businesses and professions in which women have succeeded in Canada, Miss Hyndman observed, makes a fascinating story.

" I know," she went on, "many women who are successful as doctors, teachers, professors, even ministers; as lawyers, judges, engineers—mechanical, aeronautical, electrical, methods, every kind of engineer; druggists, industrial chemists, architects, dentists, dental mechanics, dietitians; there are women surveyors, physiotherapists, undertakers, even brew-masters, chefs of course, and manufacturers of all sorts of things—textiles, aeroplanes, shoes, tires, and countless other necessary articles. Public stenographers are common, managers of co-operatives, hotel managers, merchandisers, salesmen, real estate agents, and, of course, there are florists, designers, interior decorators, personnel directors, statisticians, caterers, printers, publishers, travel agents, advertising agents, musicians, sculptors, artists, writers, journalists, librarians; there are even women fur breeders, fruit growers, farmers, miners and prospectors, and fishermen.... An astonishing record, is it not?"

It may be asked how it has come about that in so short a time women have come to choose such a variety of businesses and professions, said Miss Hyndman. Speaking for the women known to her personally, most of those who have reached the top, she said, cannot be said to have chosen that particular kind of business as a career but have started in as stenographers or bookkeepers and gradually, through hard work and ability, have made themselves indispensable and risen to the top "in spite of a considerable amount of male scepticism, if not opposition".

There are, of course, she added, thousands of girls and women who never reach the top but spend their lives usefully as stenographers and secretaries.

"Not nearly enough has been said of the importance of a good secretary in business," Miss Hyndman continued. "In many large institutions, because of rules which we think outmoded, it is impossible for girls to go beyond a certain salary ceiling, except in the secretarial field. I am sure you are thinking, as I am, about banks and insurance companies. We have no women bank managers, and with only one exception that I know of, no managers of life insurance companies or trust companies, let alone presidents or vice-presidents of banks. Perhaps that is because we have no women directors, or very few women directors, of financial institutions."

In a brief reference to the attitude of some women in the home towards women who take employment outside their homes, both married and single, the attitude of many, Miss Hyndman said, changes only when they discover that they are going to be dependent on the earnings of their daughters for their own livelihood. "Then, usually the woman is too old or her influence too little to do her, or her daughter or any woman in business or professional life, any good."

On the other hand, continued Miss Hyndman, there are hundreds of women who started working during the war, expecting their business careers to be limited to the duration of the war, but for one reason or another have had to remain. These women want to improve themselves and their positions. Anyone with such laudable ambition ought to be encouraged, she said, and rewarded for faithful and efficient service.

Miss Hyndman concluded with some remarks on equal pay.

When one considers a reward or compensation in relation to the work of women, one is up against a wall of prejudice and opposition—prejudice and opposition which is not, I am sorry to say, limited to the male public. And in this respect I ask you to consider the following points: What are we paid for? We are paid for work and not for family responsibilities. A bachelor is paid as much as a married man. A married man without children is paid as much as a married man with a family.

What about dependents? Women have them too. But while men usually choose their dependents, women do not. Men's dependents usually become assets, whereas women's dependents, as time goes on, remain a liability. Will the community benefit? Yes, the community will benefit when women are paid equally with men for the same work, because the best person available will be chosen for the job. Does it cost less to be a woman than a man? Our food, clothing, housing, transport, education, taxes, entertainment and holidays cost the same, whereas, in addition to higher remuneration, men receive family allowances and are, in many ways, subsidized by taxes which we help to pay. Do women undercut men? Yes, and they will continue to do so as long as the pay is not for the job but for the person; that is to say, so long as women are paid less for doing the same job as men they will undersell men and will get their jobs.

There are, I am pleased to say, many women in the professions who are paid for the job they do on the same scale as men. Every year, there are more and more women making places for themselves in the business world as well as in the professional field. So many of them, in fact, that they are no longer news.

Effects on Home and Family

"Whether married women with children should work outside their own homes is a much debated point and one on which there are perhaps as many opinions as there are individual family situations," said Miss Nora Lea in her discussion of the effects on home and family of women in employment.

After reviewing the trend that began with the First World War whereby more and more married women seek employment outside the home, Miss Lea dealt with two broad classes of working mothers, those who work to maintain the family income and those who wish to work because they have creative minds and capacities.

Women in the first group work either because the husband's wages are insufficient to meet the current daily needs of living, because they are widowed, divorced or deserted with children to support, or because the husband is ill, explained Miss Lea.

"Many women in this category work from the urgency of necessity and would much prefer to be at home carrying their full-time responsibility of 'mothering' their children in the accepted sense of the term. This group is a large one in Canada due to the fact that our social security program makes no adequate provision to enable a mother left in such straits to maintain her family in health and decency without outside employment," she said.

If regular incomes were available for these mothers, it would not be necessary for institutions to be a party to the separation of mother and children, Miss Lea pointed out.

Women in the second group, said Miss Lea, often feel that they have something to offer to the world and often need themselves the intellectual stimulation of work in business or one of the professions.

"Many such women are much more effective in work in the world outside their homes than they are in the routine of domestic life, and feel, perhaps justifiably, that their children are happier and better adjusted in the care provided for them through a third party than were they themselves to accept the role of housekeeper rather than of professional woman," she said.

Probably the most satisfactory solution for these families is the employment of domestic help, said Miss Lea, although this is the least available solution because of the movement of people away from domestic service. For others, foster home placement, institution or boarding school, with camp during the summer, provides a responsible plan, she said.

Miss Lea concluded her broadcast by saying: "Families can be families whether mother is working outside or not, but only if she continues to recognize her role as the "mother person" and all that that implies in the emotional life of the family."

Supply of and Demand for Nurses

"When you want a nurse, you want her urgently," said Miss Helen G. McArthur; "in fact, you may want two or three to give care for 24 hours a day, seven days a week. Under such circumstances, you become immediately and practically aware of the present-day problem of the supply of and demand for nurses. If you inquire further you will find that this most essential service is in great demand and the supply is not adequate to meet that demand."

The lack of nursing personnel is world-wide, said Miss McArthur, varying among countries from those with none whatever for millions of people to those with one nurse for approximately each 400 persons. This lack, according to medical and public health authorities, is hampering the progress of practically all health programs.

Canada is one of the more fortunate countries, she said, with well over 43 thousand practising registered nurses to serve nearly 14½ million people, or one nurse to about 355 persons. In addition, we have more than 15,000 student nurses in our schools of nursing and thousands of nursing assistants.

It is not, however, just a matter of population ratios, Miss McArthur pointed out; there is the question of distribution. Canada, with an area of more than 3½ million square miles, has a population of 14 million, more than half of which is urban. Hospital and nursing services, to a large extent, are concentrated in the larger centres, she said, leaving about one-third of the medical personnel trying to spread their services over vast rural areas.

With the development during the past half-century of modern scientific medicine, public health programs and an informed public, said Miss McArthur, Canadians have come to expect "and to a degree are willing to pay for" the best possible service.

In the past four years, through federal-provincial health grants, hospital bed capacity has been increased by more than 30 per cent but, although more nurses have been prepared than ever before, the supply has been increased by only about 18 per cent in both the graduate and student groups. Today, there are four times as many registered nurses as in 1934 and about one-third more than in 1944; but it is estimated that between eight and nine thousand additional nurses are still needed to keep up with the ever-increasing demand.

Most of our nurses are recruited from the young women graduating from our high schools, Miss McArthur said. Nursing is attracting approximately 25 per cent of Canada's graduates—a higher percentage than obtains in either the United States or the United Kingdom.

"What, then, are the solutions to the problem of demand in excess of supply?" Miss McArthur asked.

We know, she said, that the pool of young girls in Canada is greater than the number graduating from high school. Girls should be encouraged to complete high school education and so increase the potential pool for all occupations.

In looking for recruits, "Canada has neglected the potential source in the male population. Male nurses have not been prepared in Canada to the same extent as in many other countries and they could make a very real contribution, particularly in some of the special fields," she stated.

Training should be made attractive and sound. Canadian schools of nursing are trying to do this, she said, but the financial support of the majority of them is left to the hospitals, already burdened with financial difficulties, and the cost is largely a charge on the paying patient at a time when he is least able to carry it.

"The Canadian Nurses' Association," Miss McArthur said, "is on record as approving government support of nursing education, such as is given to other fields of education. It is the hope of the profession that an informed public will be prepared in the very near future to support nursing education on the same basis as it now does all other professional groups such as doctors, lawyers, engineers, etc. What is needed is independent schools of nursing which plan and control the complete experience of the student. This can be possible only when adequate financial support is available. With such schools, we could then hope to attract and retain our full share of recruits for nursing and continue to increase the supply of nurses."

The whole answer to the supply of nursing service, however, does not lie in the number of nurses available, stated Miss McArthur. We must also ask the question: Are we properly utilizing all types of nursing service? She went on:—

We must learn to conserve our present nursing power. We must free them from duties that other workers might do, such as clerical work. Improved personnel policies

and satisfactory working conditions could decrease the loss of nurses from the profession. Married nurses must be permitted to make their contribution, when possible, through careful planning.

Health authorities in both hospitals and the community, as well as the nursing profession, she concluded, are spending much time and effort on the solution of these problems.

Shortage of Stenographers

It is not the seriousness of the shortage of stenographers but "the extent of the shortage and its causes with which I think we should be concerned," Miss Ruth Hamilton said in her address that ended the series.

"There is a shortage of stenographers," Miss Hamilton said, "that has come about because of business expansion throughout Canada." But, she went on to explain, three other factors contribute to it: the employment of stenographers on not truly stenographic tasks (Miss Hamilton called this the "wastage" of stenographers), the payment of almost-equal salaries to stenographers and typists, and the imposition of age limitations.

While a shortage of stenographers seems apparent from newspaper advertisements and the number of orders placed with the National Employment Service, many employers ask for stenographers when less qualified persons could perform the work equally efficiently, Miss Hamilton explained.

"Stenography is a skill, and a stenographer combines in her skill two other skills—one, of writing shorthand legibly and accurately, the other in operating a typewriter at an approved rate of speed. To become proficient in each of these two skills the individual must have good co-ordination of eye, ear and hand, and the ability to work fast and accurately; proficiency is gained only after sound training and much practice," Miss Hamilton said.

Yet many employers hire such qualified and trained personnel to type letters or material from a dictaphone or rough drafts.

"This is . . . what I call wastage of stenographers, and it may explain, in part at least, why there may be a shortage of stenographers," Miss Hamilton added.

In many circumstances, she explained, the National Employment Service found executives really required not a stenographer but a "good typist, one who understood how to set up material in proper form on the typewriter, who was accurate in copying figures and tabulations, and who, in addition, had had experience in general office work. Such an employee might also qualify as a secretary. And, if she was a good typist, she could write letters which had been dictated to a recording machine and thus fulfil all the requirements of the employer, without needing shorthand."

Rates of pay are another contributing factor to the shortage of stenographers, Miss Hamilton reported.

"In some instances," she pointed out, "the typist may receive the same or nearly the same rate of pay as does the stenographer, and unless the stenographer's skill as a shorthand writer is recognized in the wage scale, there is no reason to expect that girls will spend time and money in acquiring proficiency in shorthand.

"I do not think many would disagree with me in saying that it takes not less than nine months to acquire the required facility in writing shorthand for commercial use. If this skill does not receive recognition as a skill, and if the stenographer is not paid appreciably more than the typist, it is not surprising that many girls do not want to spend time and money in acquiring a knowledge of shorthand."

The "age factor" is another prime cause of the shortage, she explained.

Many employers want attractive, responsible, experienced stenographers, and yet under 25, or even 20, years of age. Miss Hamilton related one instance where an employer advertised for a "senior stenographer" under 25.

"Is it reasonable to expect to find these qualifications in a young person under 20—or even 25?" Miss Hamilton asked.

She pointed out that these arbitrary age limits imposed on stenographic positions bar many competent, qualified individuals.

"I am sorry to think of the number of cases which have come to my attention in which the individual was unable to find employment as a stenographer simply because she was at the extreme old age of 35!" Miss Hamilton said.

"I believe the shortage could become considerably less," she concluded, "if more emphasis were placed on the ability, proficiency and skill of the stenographer or typist, and less on the year in which she was born. I believe, too, that some improvement in the situation could be effected if the description of the duties to be performed by the stenographer, as such, were more specific, so that every stenographer could be utilized to the best of her ability and in the best interests of her employer."

Organized Labour's Opinion of Women in Employment

TLC Statement on Women Members

When one thinks of the trade-union movement or of the working force of Canada, one somehow conjures up a picture of brawny men in shirt sleeves and overalls wielding heavy tools in mine, mill and factory. In this age of assembly lines and constant technological development this picture is outdated and distorted, for women form an important segment of the trade-union movement and are equally with men a part of the total working force of our country.

Few men or women escape the divine commandment: "Thou shalt earn thy bread by the sweat of thy brow"; but for the purpose of this article we will limit the discussion to those women who are gainfully employed, that is, those working for a wage.

This is not meant as a slight to the millions of women who toil unceasingly in the home, washing, sweeping, nursing, cooking and doing the countless chores involved in raising a family and keeping the breadwinner happy and contented.

There is a common belief that women are difficult to organize and do not make trustworthy members of trade unions. We have no hestitation in saying that this belief is fallacious and contrary to experience of the trade-union movement.

Wherever men can be organized in an industry, no great difficulty is experienced in organizing the women as well. This fact is proved by the union membership of many thousands of women in the needle trades, textiles, chemicals, rubber, printing, tobacco, electrical appliances and many manufacturing industries.

Difficulty is encountered in organizing women only in those fields where men are also either indifferent or hostile to unionization, e.g., the so-called white-collar class.

That women become and remain staunch members of trade unions reflects greatly to their credit, for contrary to men, their job in industry or commerce is not their ultimate vocation. All women, we suppose, aspire to home and family and their position in industry is, relatively speaking, temporary.

While we have no definite statistics available on the matter, trade-union experience clearly demonstrates that more than half of the women gainfully employed are below the age of 25. It is evident that young women between the ages of 18 and 25, with few exceptions, are perhaps more concerned with future marriage plans than advancement in the industries in which they are employed. This, of course, is not meant to depreciate in any way the indispensable contribution women make to the essential production of goods in Canada; rather, it is to demonstrate that women's bargaining position and future stake in industry and commerce is not the same as that of men.

Another important group of women in industry is composed of married women who temporarily and for a variety of reasons return to gainful employment after marriage. Many of these married women are forced to return to work because their husbands' wages are below subsistence standards, or because of illness of the bread-winner. Without casting any reflection on the great merit of this group of women who not only fill an important role in our industrial life but also must carry on their major task of home and family, it may be said that these women are not

in a very strong bargaining position in industry and do not consider their return to factory or office as anything but temporary until the emergency or condition which necessitated their return to gainful employment has passed and they can return to their normal duties as wives and mothers.

Despite these deterrent factors and all that can be said to the contrary, women are a vital part of our gainfully-employed working force and make an important contribution to the militancy and solidarity of the trade-union movement. Many scores of women hold important positions in local unions and are an effective force in the activities of the unions affiliated to the Trades and Labour Congress of Canada.

In the early days of the trade-union movement, there was some opposition to accepting women for membership in trade unions; but wiser counsel soon prevailed, for it was realized that if women in industry and commerce were left unorganized they would be a constant threat to the hard-won gains the men had obtained through collective bargaining. In fact, the dominant battle cry in the organization of women into the trade-union family became "equal pay for equal work".

To properly assess the constant and indispensable contribution of women in the labour movement could not be encompassed in a short article such as this. To try to name a few of the outstanding labour leaders of the so-called weaker sex is difficult indeed, for they are legion. Without any reflection on those who may not come to mind immediately we should like to signal the efforts and selfless devotion of some of the outstanding women in our trade-union organization.

Who would deny the outstanding merit of the women who contributed to the transition of the ladies' garment industry from the sweatshop which it undeniably was before the thirties to the decent living standards enjoyed by the workers of that industry today? For instance, Miss Yvette Charpentier, a driving force in the Montreal Dressmakers Union for many years and presently Director of the educational and recreational activities of the International Ladies' Garment Workers' Union in Montreal; Miss Annette Langevin, an organizer and negotiator of great ability who was for many years assistant manager of the Montreal Dressmakers Union and who is now Deputy-Administrator of the Parity Committee of the dress industry of the Province of Quebec (Miss Langevin is the first woman ever to hold such a position in Quebec); Miss Cecile Leblanc, an extremely effective and hard-working business agent who not only does a good job for her union but is also an outstanding delegate and officer of the Montreal Trades and Labour Council; Mrs. Guillemette, the competent and capable President of Local 262, ILGWU, which has a membership of 7,000. We cannot mention by name the scores of women in this great organization who contribute greatly to its success as officers, shop chairladies and stewards.

Women also played an indispensable role in the unionization of the tobacco industry. One of the women in the forefront from the very beginning of the organization of this industry is Cecile Clement, who not only contributed to the effective unionization of the workers in the plant in which she was employed but aided voluntarily and unstintingly in the organization of almost every tobacco plant in Canada. She still fills an important position in her local union. Miss Rose Lacombe, Miss Olga Langevin, Jeanette Galarneau, Rose Rousseau, Thérèse Beaulieu and Mary Grottole also do outstanding work as officers of their respective local unions.

In a relatively new industry to Canada, the chemical industry, we also find many women working side by side with the men in negotiating better conditions for their fellow workers and their families. We must mention Miss Lucille Hert, who is in the forefront not only of her local union affairs as Secretary-Treasurer of the local but in any organizing or social activities of her international union in Canada. Miss Jeanette Descent, Corresponding Secretary of the Regional Council of Chemical Workers, is another whose wholehearted collaboration in trade-union affairs could stand favourable comparison with the men members of her union.

The preponderant role of women in the organizing of the textile industry is undeniable and full justice could hardly be done to all but we could point out for particular mention Miss Christine Bélanger, Miss Elizabeth Thériault, Miss Eva Mufford and Miss Ruth Smith, not to forget the always reliable and hard-working Miss Nola Dubeau, who has been Secretary of Local 192 for many years.

We could name many more in other unions all over Canada who participate in trade-union affairs on an equal footing with men but space forbids us that privilege. But we would like to point out another important and invaluable contribution of women in the trade-union life of Canada, that of the great number of girls and

women who work in trade-union offices and who efficiently administer the business affairs of labour unions everywhere.

The days are long since past when the walking delegate carried his office around in his pocket. Today, trade unions have business offices which could compare favourably with any in industry or commerce for efficiency. Many a harried organizer or business agent is dependent on his secretary to remind him of the many details that are part of his daily work.

Could our vast trade-union movement function properly but for the knowledge and ability of such outstanding women as Miss C. M. Mahoney of the head office of the Trades and Labour Congress of Canada, who for such a number of years has served successive administrations of the Congress with such devotion and such a store of precious knowledge? And Miss Yvonne Pouget of the Brotherhood of Railway Carmen whose intimate knowledge of the problems of the Brotherhood has served many officers and members of that great organization?

Nor would we forget Helene Antonuk, Executive Secretary of the Quebec Federation of Labour, who not only administers the affairs of the Federation but who edits its official publication *The Labor World*. Her work in translating union constitutions and books on parliamentary procedure from English into French has proved a valuable contribution to the conduct of union affairs in the Province of Quebec, where most trade-union meetings are conducted in both languages.

We could name many others in union offices who do more than their fair share in the transaction of trade-union business but again we feel constrained to go on to another field where women play a major role in the labour movement.

Most international unions make provisions in their constitutions for the chartering of ladies' auxiliaries. These organizations, composed of the wives and mothers of trade-union members, organize social activities and assist the needy and sick in the trade-union family and promote recreational activities for the children and generally assist in the general welfare.

Finally, we must pay tribute to the wives and mothers of trade-union members everywhere who by their understanding and sympathy make the trade-union movement the effective force that it is, for many strikes may be won or lost not on the picket line or around the negotiating table but in the home, for that is where the sacrifices must be made and the moral support given by the wife and mother is essential to the ultimate victory.

While it has been said that "the hand that rocks the cradle rules the world", we in the trade-union movement may truthfully say that women's contribution in the promotion, activities and development of the trade-union movement are indispensable and of ever-growing importance.

Approximately 26 of the 70-odd national and international unions affiliated to this Congress have female members. In the needle trades, such as the International Ladies' Garment Workers, United Garment Workers (whose Canadian representative is Mrs. Emily Ross), Tobacco Workers, Hotel and Restaurant Employees, Building Service Employees, inside Civic Workers, Government Employees and such industries as rubber shoes and boots, the percentage of female employees would be about 50 per cent.

One of the national unions (Unemployment Insurance Commission Employees), eight provincial organizations (government employees) and approximately 149 out of the 300 federal unions have women members.

CCL Policy on Women Workers

One basic fact must be recognized by management, labour and government: women are in the labour force to stay. During the war, many women went into the factories or accepted part-time jobs, some to withdraw again when peace came. But since the war ended, their numbers have become stabilized; they now constitute a substantial one-fifth of the total labour force.

If women's services are essential to the country's economy in both war and peacetime, then it is only proper that their interests be safeguarded. To some extent this has been done. Provincial legislation sets certain standards that employers must observe regarding hours of work, minimum wages, holidays, overtime and weekly rest-days. (In many cases, similar standards apply to men.) Three provinces have

passed equal pay legislation. Unemployment insurance is available to women workers as well as men. But there is ample room for improvement.

Minimum wage-rates are in most cases ridiculously low. For example, in Ontario the minimum wage for women ranges from $13.80 to $16.80 per week, depending on the size of the city. In Quebec, the range is from 41 to 51 cents per hour. These totally-inadequate minimum wage-rates apply to about three-quarters of the women who are employed, since this proportion is concentrated in these two provinces. There is also unfair discrimination in Manitoba and New Brunswick, where a lower minimum wage-rate is set for women than for men. No protection at all is afforded women in Newfoundland.

In some provinces, legislation governing the maximum hours that women may be employed in factories, shops or offices is far from satisfactory. In New Brunswick, for example, a legal maximum of 54 hours a week for female factory workers certainly leaves room for improvement. No legislation limiting hours of work of women is in effect in Nova Scotia, while in Newfoundland, none exists for factory workers, although some shop and office employees are covered in St. John's.

Seven provinces are without equal pay legislation, and there is no indication that they are preparing to take any action to remedy this situation. Nor has the federal Government done so. (They could give this protection to women in industries covered by the Industrial Relations and Disputes Investigation Act.)

Unemployment insurance payments are far too low to meet today's high living costs. The discriminatory measures against married women in the Act are quite unwarranted, and have led to considerable hardship. This is a matter of some importance, since, according to the last Census, there are now four times as many married women in the labour force as there were a decade ago.

It is mainly through collective bargaining that women's position in the labour market has improved. Certainly, organized labour has long recognized that women should be organized along with other workers. So long as women were a source of cheap labour, the general wage-levels of all workers were threatened. Lower wages meant a reduction generally in purchasing power and standards of living.

There is no question but that union membership has brought substantial benefits to women workers. They have won higher wages, better working conditions and greater security through the operation of seniority clauses in agreements. Many union contracts contain equal pay and "no discrimination" clauses. On the other hand, it is also true that women, in their participation in trade union activities, have been indispensable to the establishment of strong unions.

Much still remains to be done. Some industries, traditionally known as "women's trades", such as textiles, clothing, food, and boots and shoes, have wage-structures that are still too low. Thousands of women employed in offices, shops and services, are unorganized and helpless in their efforts to obtain salaries and wages that will keep pace with present high living costs.

The Canadian Congress of Labour believes in the principle that workers have a right to decent wages and security of employment, and that this should apply equally to men and women. At its annual conventions and in its annual meetings with the Cabinet, it has strongly endorsed the principle of equal pay for women.

Statements on Women by Some CCL Affiliates

Canadian Brotherhood of Railway Employees and Other Transport Workers

Since the early years of our Brotherhood an ever-growing percentage of our membership has been women. This is accounted for by the fact that we represent large groups of railway clerical workers, and the railways have always been one of the major employers of female help in office work. As time went on, and women more and more came into rights and freedoms that were justly theirs, employment opportunities expanded, and thus our percentage of women members continued to climb. At the moment it would be impossible for me to give anything like an accurate estimate of just how many women members we do have or represent by our numerous collective agreements. The percentage figure, for obvious reasons, jumped overnight when we expanded into the field of representing railway hotel workers.

Women workers have always been welcomed into membership in our organization; they are second to none in carrying out the membership obligations and duties.

We are proud of every one of them. Vast numbers of them have not been content to remain as passive members but have jumped into the work of the union in every field. We have large locals today which owe their coming into being and subsequent existence to the initial and untiring work of some women member. Several locals bear the names today, as a memorial, of some hard-working militant woman-member who has long since passed to the great beyond. On more than one occasion a woman has sat around the negotiating table, as part of a committee, and carried her full share of the load, when collective agreements were being conceived and created.

At present more than 50 women members hold office in our local divisions, with several holding the high office of president, while others head up local grievance committees. In almost every case the membership in the locals is predominantly male; but the mere male has recognized and honoured the leadership qualities of these women. There are no sex barriers to qualify for membership in our organization. To us they are all workers, and that is the basic requirement to be a good and active unionist. I take this opportunity to salute and honour all of our female members.

H. A. Chappell,
National President.

Amalgamated Clothing Workers of America

The Amalgamated Clothing Workers of America since its inception has continuously striven to eradicate the inequalities that existed in the men's and boys' clothing industry, and has largely succeeded in doing so. Female workers were exploited to a great extent in the sweat-shop conditions that existed in the needle trades prior to the inauguration of the union.

The Amalgamated Clothing Workers undertook and fought to abolish the differentials that existed between male and female workers doing the same work.

The Amalgamated Clothing Workers are proud that today, in all the shops under its jurisdiction, they have succeeded in establishing equality for the female workers at the machines or benches, not only in their earning capacity, but also in the treatment and conditions in the shops.

The union has established that women can be and are employed in all sections of our industry in the same capacity and at the same rate of pay as men. The female members have all the rights and privileges accorded to the male members of the union. We have female members in the executives of our locals; they have been elected to represent their locals at national and international conventions, and they participate in all of the activities in the union. There are approximately 1,400 female members in our Toronto organization.

Sol Spivak,
Manager, Toronto Joint Board.

Communications Workers of America

The Communications Workers of America represents workers in an industry in which approximately 60 per cent of them are women.

It is only a natural development that women have assumed a role of leadership in all phases of union activity. CWA being an industrial union, women do not have representation, nor do they hold positions of responsibility, solely because they are women. Women are elected or appointed to positions because of proven qualities of leadership and ability to perform a service to the membership as a whole. Activities range throughout the complete functions of the union structure, both local or international, including administrative, legislative, political, research educational and organizational responsibilities.

The "equal pay for equal work" principle is a vigorous platform of CWA. Traditionally, however, women in the telephone industry have not been allowed to perform jobs generally performed by men. The jobs women perform are among the lowest paid jobs, not necessarily those of lesser skill. CWA has in the past number of years decreased the dollar differential considerably between these low-paid job classifications and those of higher pay with comparatively equal skills.

Women work in the communications industry, as in any other industry, because they must, and are doing much by recognition and active participation to improve the economic status of the whole working force of the industry.

Elma Hannah,
Special Representative.

In the bargaining units we represent as bargaining agent, there are between 1,800 and 2,400 women, or approximately 15 per cent to 20 per cent of the workers. Very few women are employed in the manufacture of rubber tires, whereas from 25 per cent to 50 per cent of the employees in rubber footwear and mechanical rubber goods plants are female.

The policy of the United Rubber, Cork, Linoleum & Plastic Workers of America generally is: no discrimination but equal consideration. Most of our contracts provide for equal pay for equal work regardless of age or sex, and many contracts maintain separate seniority lists for male and female protecting women from being displaced by men in case of lay-off and vice versa.

Women are strongly encouraged to take an active part in local union affairs, and each year women are elected by their respective local unions as officers, members of the executive boards, committee members, stewards, as well as delegates to conventions, conferences and committee meetings.

We also find that the female members of the local unions are very helpful in organizing the ladies' auxiliaries. These chapters are set up for the benefit of wives, daughters and sisters of members of our local unions. They are doing a wonderful job in educating families of members of our locals as to the problems that local union members are continually confronted with, and giving them a better understanding as to the necessity of legal strikes. This is very helpful where it is necessary to take strike action, as it maintains the morale of the local union member's family, which is necessary to win any legal strike.

I cannot stress too strongly the importance of the ladies' auxiliaries in the labour movement. Not only is it a source of education, but they have been able to raise considerable amounts of money to support the local unions in purchasing their union halls and furnishing them. They also cater at social functions of the locals, which creates greater unity among the members of local unions.

Norman Allison,
District 6 Director.

Women in the CCCL

The Canadian and Catholic Confederation of Labour is the only national labour body to count a woman on its executive.

This honour falls to Miss Yolande Valois, of Sorel, who is completing her second term as a CCCL Vice-president. Miss Valois was unanimously re-elected at the last convention, in Québec City, at which she was called upon to chair one of the sessions. The CCCL, at its Shawinigan Falls convention in 1952, first decided to reserve one of its vice-presidencies for a woman.

More than a third of the CCCL membership, which now exceeds one hundred thousand, are women. In some unions, the ratio of women exceeds 50 per cent.

Among the federations affiliated with the CCCL where women are in large numbers are: the National Catholic Textile Federation, the National Federation of Clothing Industry Workers, the National Catholic Federation of Services, the National Federation of Full Fashioned and Circular Hosiery Workers, the National Catholic Federation of Commerce Employees and the National Federation of Glove Workers.

Railway Transportation Brotherhoods

I have been informed that there are approximately 100 women workers employed and working under the collective wage agreements negotiated by the Order of Railroad Telegraphers with railways in Canada; that there are approximately 29 women, 13 coach cleaners and 16 seamstresses (upholsterers) employed on Canadian railways under wage agreement No. 11, negotiated by Division No. 4, Railway Employees' Department.

As a rule women are not employed in the branches of railway service represented by Division No. 4, Railway Employees' Department. Those women joined the service of the railways during war years and form a very small percentage of the 45,000 employees in that Department. They receive the same rate of wages as male employees doing the same work.

I might say it is the policy of all the organizations represented by our Committee that women employees doing the same work as male employees should receive equal pay.

J. L. D. Ives,
Chairman, Dominion Joint Legislative Committee.

Opposition to union requests for the guaranteed annual wage has been expressed by the Ontario Provincial Council of Women, which passed a resolution on the subject at a recent meeting. The resolution, submitted by the Hamilton Local Council of Women, is now before the National Council of Women for study.

Part-Time Work Seen as Morale-Builder for Wives, Mothers

A part-time job may do a lot to raise the morale of wives and mothers. Mixing with people, receiving and expressing ideas, gives a woman self-confidence. It may make her more conscious of her looks, deportment and speech than if she were not in the business world. And, in some cases, part-time work gives a woman a chance to get away from the home to gain a new perspective.

These opinions are quoted in a report of the United Nations Secretary-General on "Part-Time Work for Women" prepared at the request of the Commission on the Status of Women.

Based on information received from a number of non-governmental organizations and on certain publications, the report discusses the meaning of part-time work, the present status of part-time employment in 12 countries, and the advantages and disadvantages of part-time employment. A final chapter summarizes suggestions.

Here is one suggestion for meeting difficulties of part-time working wives and mothers: cut down the time and effort required to keep house; in other words, "make housekeeping a part-time job". What is needed, the report indicates, are more efficient kitchen gadgets and utensils, prepared and semi-prepared food at reasonable prices, and arrangements for better and faster shopping facilities.

Maybe the therapeutic value of getting jobs for discontented wives has not been sufficiently recognized, the report suggests.

However, reports received by the Secretary-General indicate a part-time job may not always be "an unqualified blessing" for a wife or mother. The UN report points out that she may have to face increased housekeeping costs, and may also find herself neglecting responsibilities in the home. Also, if the office or factory is a long way from her home, she may spend too much time and money in travel.

Citing other disadvantages, the report notes comments that part-time workers hired for peak periods may be required to work disproportionately harder than regular employees; that they may be given routine tasks which do not employ their full capabilities, and that they are likely to be the first to be dismissed under adverse business conditions.

Among other ideas presented in the UN report are these:—

Part-time work should not be allowed to become a threat to the working conditions of full-time employees.

Working conditions of part-time employees should be carefully watched, and social security regulations should be adapted to meet the needs of these workers.

Opportunities for part-time work should be considered in the fields of teaching, social service, home employment and domestic service. "Home help services" along the lines of those in the United Kingdom, non-profit-making laundries and mobile house-cleaning units have also been suggested as suitable fields.

Equal pay for men and women should be for equal work, and the fact that it is part-time work should not be taken into consideration; in this connection, one suggestion was that minimum wage regulations might be established at hourly instead of at daily or weekly rates.

On the question of discrimination against women, and particularly against married women, in opportunities for employment, it was suggested that any legislation concerning discrimination should include provisions forbidding discrimination on the grounds of "sex" and "marital status".

The responsibility of women employees to show loyalty and maturity in their work, and to avoid asking for special privileges and consideration, was cited as a primary need in regard to questions of advancement, employment and equality of pay.



Status of Women in the U.S., 1953

Bulletin recently published by Women's Bureau, United States Department of Labour, contains sections on employed women, labour laws for women, professional opportunities, and women's voice in government

Women in employment, professional opportunities for women, women's voice in government and politics, women in unions and organizations, and labour laws for women are discussed in a bulletin, *The Status of Women in the United States, 1953* (Bulletin 249), released recently by the Women's Bureau of the United States Department of Labour.

Women in Employment

Industrial expansion in the United States has meant an increasing need for women's work as well as men's, the bulletin observes, and as new industries and occupations have developed, the proportion of women in the labour force has increased. While the two world wars and the Korean conflict gave impetus to women's employment, it only accelerated a long-time trend in which a constantly increasing number of women were working outside the home.

In 1950, according to the decennial census, there were four-and-a-half times as many women working as there were 60 years earlier. Of even more significance than the numerical increase, since the population is much larger than in 1890, it is pointed out, is the growing proportion of wage-earning women in the population. In that time, the proportion has increased by 50 per cent. Of the 58 million women of working age in April 1953, 19 million, or three out of every ten, were in the labour force; in 1890, the proportion was two out of every ten.

Two significant trends that have emerged are the growing proportion of married women in the labour force and the increasing employment of older women.

Since 1940, there has been an almost complete reversal in the proportion of single and married women in the labour force. Single women in 1940 made up almost half of the total of working women; in 1952 they were less than one-third. One factor contributing to this reversal is the increased proportion of married women in the population. But it is also true, says the report, that a higher proportion of married women are working outside the home today than in 1940. Twenty-seven per cent of all married women are in the labour force, a proportion as high as that reached at the peak of the Second World War and higher by ten points than the proportion in 1940.

More older women were in the labour force in 1953 than in 1950; thus, according to the report, continuing a trend which was very marked between the 1940 and 1950 decennial censuses. Over the ten-year period there has been a 60-per-cent increase in the number of working women aged 35 to 54 years. In 1940, this age group was only one-third of the labour force but was

Women's Bureau Appointment Soon?

As this issue of the Labour Gazette was going to press, the Minister of Labour was asked when he expected the post of head of the Women's Bureau to be filled.

He replied that he hoped that a specific recommendation would be forthcoming so that the Civil Service Commission could make the appointment soon.

two-fifths in 1953. Women workers 55 to 64 years of age more than doubled in the 1940-50 period, it is estimated, and increased by five per cent in the past three years.

The increase in labour force participation of women was almost entirely among women 35 years of age and over. There has been a decided decrease in the 20 to 24 age group, in part the result of the low birthrate of the depression years. The number decreased by eight per cent between 1940 and 1950 and by six per cent between 1950 and 1953. In the age bracket 25 to 34, the change in the past 13 years has been only slight. The median age of women workers has risen from 25·8 years in 1900 to 37·5 years in 1953.

So great has been the demand for young women to enter various types of employment that shortages have developed in some of the fields depending largely on women for their labour supply. A general shortage of women workers between the ages of 18 and 34 who are without family responsibilities that tie them down has created a situation in which there is urgent need for women to enter or take training for some of the professions and occupations most essential to the public welfare, such as teaching, nursing, social work, nutritionists and occupations in the medical field. The Women's Bureau suggests that measures such as removing the arbitrary age specifications that bar older women, improvement of salaries, increased training opportunities and employment of trained women on a part-time basis could help in overcoming these shortages.

"Never more than now," states the report, "have women in the United States enjoyed a freer choice in the kind of work they do." Women as well as men are encouraged to prepare for the type of work for which they are best fitted and at which they are most likely to succeed.

As new occupational opportunities have opened up to women there has been a large movement from the less remunerative types of employment to those offering more pay and better working conditions. As an instance, the number of women employed as private household workers in the United States has declined rapidly since 1940, whereas the growth in the number of women doing clerical work has been spectacular. Office jobs and other types of clerical work employ more women today than any other occupation group, with three out of every ten women workers so classified. The second largest group is made up of women operatives, primarily factory workers.

The number of women in professional and technical work has increased but forms a smaller proportion of the woman labour force than in 1940.

Women's chances to advance to the better positions in business and industry are as yet not as good as those of men, the bulletin states, many of the better jobs still being considered "men's". This traditional attitude, it says, is breaking down as more and more women prove themselves capable of handling positions of responsibility. A constantly increasing number of women are now filling really important posts, such as top executive positions in manufacturing firms, department stores, railway companies and in the publishing and writing field.

More than half of the bank employees in the United States are women, according to a report of the Association of Bank Women. The greater proportion are in clerical jobs but there are more than 6,000 women officers in banks throughout the country, including six bank owners and partners, 27 board chairmen, 96 bank presidents and 337 vice-presidents.

Professional Opportunities

Increasing opportunities for women are opening up in the professional field. Practically all the professional schools which formerly barred women students are now open to them, it is stated.

In 1950, there were in the United States 11,714 women physicians; men physicians numbered 180,233. A considerable proportion of the women, says the bulletin, use their professional training in salaried jobs. In the same year there were 2,056 women dentists, almost twice as many as in 1940.

Among lawyers, the number grew by nearly 50 per cent in the ten-year period to 6,256 and their proportion of the total legal profession was 3·5 per cent in 1950. Women who study law face stiff competition in trying to establish themselves in private legal practice and many go into salaried positions, the bulletin comments.

The acute need for engineers arising out of the defence effort opened up opportunities in engineering, a field long closed to women by tradition. In 1950 there were 6,475 women engineers, nearly nine times the 1940 total of 730. In spite of the fact that the number of male engineers doubled in the decade, making engineering the leading profession for men, women made a percentage gain from less than 0·3 to 1·2.

Teaching remains women's stronghold among the professions, it is reported, with women outnumbering the men except at the higher levels. The great majority of

administrative jobs in education are still held by men. Discrimination against women teachers on the basis of sex or marital status is far less general today, according to the National Education Association of the United States.

Women in Armed Services

"Having proved themselves useful and competent on military jobs during World War II," the bulletin says, "women were integrated into the Armed Forces by a law passed in 1948." Today there are 35,599 officers and enlisted personnel in the various services, and 11,106—all officers—in the Nurse Corps and Medical Specialist Corps. Except for combat duty, they have the same responsibilities as men in service, with equal pay and the same benefits and privileges.

Many of the same jobs as those handled by military men are open to women and training courses are available on the same basis; in fact, in many cases where men and women are taking the same courses training is coeducational. Women are excluded by law only from duty in combat, ships and aircraft, and by policy from those jobs clearly unsuitable to women, such as heavy duty.

Women doctors were admitted to the Regular Army by legislation passed by the 82nd Congress and in March 1953 a former WAC was sworn in as the first woman physician to be commissioned in the United States Regular Army.

Economic Status of Women Workers

Although wage rates of women workers have substantially increased during the post-war period, particularly for professional, technical and clerical workers and for operatives in factories and service industries, the median income of women, nearly all of which is derived from wages and salaries, has risen only slightly, from $901 in 1945 to $1,045 in 1951. That of men, also obtained largely through earnings, rose from $1,800 in 1945 to about $3,000 in 1951.

Women's average income from wages and salaries in 1951 was 44 per cent of that received by men. Only one-half of one per cent of women wage earners received as much as or more than a $5,000 income from their work, compared to 12 per cent of men workers. At the lower end of the scale, 81 per cent of the women and only 37 per cent of the men received less than $2,500 from wages or salaries.

Part of the differential between men's and women's earnings is explained by the fact that most men work continuously during the year while women's employment is more intermittent, particularly in the case of married women, whose earnings tend to be low. But there are more fundamental reasons, it is stated. One is that women workers still tend to congregate in occupations traditionally employing women and that these occupations have a relatively low wage-scale. In some of the occupations newer to women and with a higher wage scale, advancement to the higher paid positions is slower. Another reason is that while the principle of equal pay for equal work is generally accepted in theory, it is by no means universal in practice, and in a "multitude" of cases women still are paid less than men for doing the same or comparable work.

However, states the report, the principle of equal pay is being put more and more into practice, not only in compliance with state laws but voluntarily by employers. "Trade unions," it states, "frequently include equal pay clauses in union contracts, since equal pay benefits men as well as women by discouraging employers from hiring women for less money or, as sometimes happens, from replacing men with women at lower rates."

Importance of Women's Earnings

"Women's work is of prime importance to the economic life of the country from the standpoint of marketing as well as of the production of goods and services," it is observed. "The money women earn and spend adds to the national income and consumer purchasing power.

"Many women workers carry financial responsibilities of major importance to family and community life," it is pointed out. "Thousands of families depend entirely on income produced by women.

"In addition, census data show that there is an inverse correlation between the labour force activity of married women and the income of their husbands. The proportion of wives who work is only 13 per cent in families where the husband's income is $10,000 or more but rises to 29 per cent where the husband's income is between $2,000 and $3,000. The median income of families in which both the husband and wife work was $4,631 in 1951 as compared to $3,634 in families where the wife did not work."

Women in Government and Politics

A Cabinet post, two ambassadorships, several important international posts and about 20 other high appointments have gone to women since President Eisenhower

took office, the bulletin reports. In making these early appointments, the President, it states, recognized the "significant part played by women" in electing him to office. At no time since they won the franchise in 1920 have women turned out in such great numbers to vote.

Five of the 307 federal judges are women, and in various courts of the country about 150 women hold important judicial posts.

At present there are 11 women in the House of Representatives and one in the Senate.

In election to state legislatures, women made a better showing, the bulletin says. From a total of 29 serving in the first year of nation-wide women suffrage (1920), the number has gradually increased to an all-time high of 286 in 1953, a jump of 50 over the previous year's total.

More progress, proportionately, has been made by women in the holding of official positions in country government. It is estimated that at least 10,000 women are now serving as country officials in the 3,072 counties of the 48 states. Although in city governments women hold many responsible positions, there are few women mayors; quite a number of smaller towns have women mayors, however.

In the executive branch of the Government, a considerable number of women attained higher-level positions. Latest Civil Service Commission figures (December 1952), the bulletin reports, show 2,377,896 federal civilian employees in the continental United States, of whom 582,500 —approximately one out of every four— are women. About 1,000 occupy positions at policy-making and administrative levels. In 1952, a partial summary showed some 100 women in governmental administrative positions with salaries at or more than $10,000. A large proportion of these high-bracket jobs are appointive, it observes, but appointments are usually made on the basis of qualifying experience in government service and some of the near-top positions have been gained entirely through civil service promotion.

In the foreign service of the United States there are about 3,000 women. The highest posts held by women in the career service are that of Commercial Attaché in London and Personnel Officer in Athens. There are approximately 580 women consuls, vice-consuls and high-ranking attachés.

Women in Unions

About three million women workers belong to unions, it is estimated, and make up about one-sixth of the total trade union membership of the United States, estimated at between 16½ and 17 million. Most are concentrated in unions of industries having large numbers of women workers, such as the apparel trades, service trades, communications work, textiles and electrical goods manufacturing.

Among union officials at the national level, there are very few women compared to men, the bulletin states. There are some, however, who hold important and influential positions. The national office in which the largest number of women is found is that of research director. This is almost equalled by the office of secretary or secretary-treasurer; next, numerically, are editors of union publications.

Women officers are also few at the regional and state levels but are much more active in local unions, where many hold offices of responsibility. There are numerous women presidents and vice-presidents at these levels, particularly in the trades and industries employing large numbers of women.

Both the American Federation of Labor and the Congress of Industrial Organizations, points out the bulletin, at recent conventions, took action aimed at integrating women workers into the labour movement and improving their status as union members.

Woman Elected President of Trades and Labour Council

The first woman ever to be elected president of a Trades and Labour Council, Mrs. Anna Maclaren, took over that office in Lethbridge recently.

Mrs. Maclaren is a representative of the Hotel and Restaurant Employees' Union and is well known in trade union circles, especially in western Canada, where she has been a resident of Lethbridge for 30 years. During this time she has done valuable work in helping to improve the lot of women workers.

This is not the only "first" to Mrs. Maclaren's credit. In November 1946, she was elected vice-president of the Alberta Federation of Labour and became its first woman officer. She has also been president of Hotel and Restaurant Employees' Local 198 in Lethbridge and has been active in other labour organizations, including the Lethbridge Union Label Council.



Women's Employment in Great Britain

Problems relating to women's employment in Great Britain discussed in ILO article, summarized here. Specially mentioned are problems of married women, older women, college graduates and skilled workers

The proportion of women in paid employment in Great Britain is the same today as it was 50 years ago. In 1951, about seven million women were working outside their homes, compared with about 4¾ million in 1901; yet today, as at the beginning of the century, about one-third of all women and girls of working age go out to work.

These facts are given in an article, "Problems of Women's Employment in Great Britain," in the January issue of the *International Labour Review,* monthly publication of the International Labour Office, by Dame Mary Smieton, DBE, Under-Secretary of the British Ministry of Labour and National Service.

What are really important in shaping current problems, the writer states, are the social and industrial developments over the half-century.

The main social change affecting the employment of women, she finds, is the increasing number and proportion of married women among those who go out to work. This increase is explained as the result of a change in the general attitude towards employment of married women, associated with a change in marriage rates. A higher proportion of women in Great Britain are married today; in 1901 the percentage was 49; in 1951 it was 61. Had it not been for this new attitude, it is pointed out, the rise in the numbers and proportion of women who are married would have resulted in a corresponding decrease in the proportion of women who undertake work outside their homes. Instead, there is a stable figure of about one-third.

Women form nearly one-third of Great Britain's working population—some seven million out of about 23 million. A review of the changes that have taken place in the last 30 years in the industrial and occupational distribution shows that, broadly, two out of every five women at work are engaged in manufacturing industries and the other three in non-manufacturing and services. The industries are few in which women do not form a substantial proportion of the labour force and in which the industry or service concerned does not rely on them as a permanent element.

There has been a significant movement between different groups of industries and services. Although in the traditional women's trades the proportions are still high, they have been decreasing in the last 30 years. In textiles, the percentage of all employed women dropped from 13 in 1921 to eight in 1951; in the clothing trades, from nine to seven, and in private domestic service from 19·5 to six. On the other side, the percentage employed in the metal and engineering trades has risen from five to 11; in distribution, from 14 to 17, and the numbers employed in professional and commercial services has increased. Manufacturing as a whole absorbs the same proportion of women workers—38 per cent—as in 1921. A decrease in the proportion engaged in the actual processes of manufacture is counter-balanced by an increased proportion employed in clerical and administrative occupations in the manufacturing group.

Problems of Married Women

As already stated, one-third of the female population of working age works outside the home. About 40 per cent of this working force is married.

This situation gives rise to a number of problems, the main one of which is how

the married worker can efficiently carry out her domestic responsibilities as well as the duties she has undertaken outside her home without detriment to the well-being of herself and her family.

One development in social habits in Great Britain, dating from the war, has somewhat altered the picture for the woman who carries on outside work and runs a home for her husband but is without children or other dependents, the author says. This is the increasing share taken by the husband—at any rate,in the younger generation—in domestic tasks. So, for some childless women or women whose families have grown up, employment outside the home in addition to domestic duties may be little or no more onerous than similar employment for the man.

For many women, however, the problem remains, particularly where there are young children. Where the children are below school age some means for caring for them during the mother's absence must be found. In Great Britain, explains the author, the view is generally accepted that there is not, and should not be, any general solution; that the mother should look after her own young children and that any substitute—day nursery, grandmother, minder or "nanny" (if she can afford one)—is only second-best. While this view does not question the right of each family to make its own decision or deny that special provision may be needed for the mother who has no means of support other than what she earns, it largely governs social policy in this matter.

In the case of women with children of school age there is much less unanimity of view and consequently more emphasis on the need to find ways of getting around the difficulties. The mother is faced with the problem of how to prepare breakfast, get the family off to work and school and still reach the factory by 8 or 8:30 a.m.; how to return and prepare the meal and clear it up in the lunch hour if there is no factory or school canteen; how to be home in time to welcome the family and prepare the evening meal; what to do during school holidays when the children are at home all day. Further problems arise if there is illness or some other domestic crisis. Even after surmounting these difficulties she still has to find time to see to the housecleaning, laundry and shopping. She has to set against the wage she earns the extra cost of such items as sending some of the laundry out, not buying in the cheapest market, buying more cooked foods and paying travelling expenses to and from work.

These problems, in turn, pose a series of problems for the employer of married women. Will they be good timekeepers? Will they be frequent absentees owing to domestic crises? Will their productivity be lower because of their other work? Are they likely to take more sick leave? Will they want special treatment and conditions that will upset the other workers?

The community is also faced with its problems. The employment of married women may lead to demands for the provision of additional day nurseries, the public provision of washing machines or more home helps, to demands that schools should remain open for play until factory or office closing time, or that shops should remain open later so that the working woman can do her shopping.

"It is interesting," the author adds, "to note the way in which the intensity of these practical difficulties varies in different circumstances. In certain parts of the country, where women have traditionally remained at work after marriage, these difficulties are no longer regarded as acute, but here the community arrangements are favourable. The workers live near their work and can go home easily in the middle of the day. They are skilled, earn good wages and are interested in their work. Community and social life is organized to suit the situation because the employment of married women is widespread and the women and their families are trained unconsciously in suitable methods of household management. But where these conditions do not exist, where suitable work is not near at hand, where there are no community arrangements favouring the employment of married women, and management and trade unions are new to the problem, then indeed these practical difficulties can be formidable."

It seems clear, states the author, that hours of work are the crux of the problem. Ideally, what the women want is a job from about 9:30 a.m. to 4 p.m., with no Saturday work. Industry, generally, wants a full working day of seven or eight hours, starting at 7:30 or 8 a.m., so that the machines can be kept running and the hours fit in with the general organization of the establishment, supervision, transport arrangements and so on. The service industries, on the other hand, which employ women in considerable numbers, are more readily adaptable because the work is of such a nature that it can often be done at different times to suit the women's need, or because peak demands fall within suitable hours.

There is still a considerable amount of part-time work. In 1951 about three-quarters of a million women—11·1 per cent of the total female labour force—were employed for less than 30 hours a week.

In the service industries, as might be expected, the proportion of part-time jobs is high, although with retail distribution surprisingly low, but in manufacturing, while considerable, the amount is only a very small proportion, except in specialized branches such as radio manufacture, in which there is assembly work to be carried out unconnected with machine operators.

The employment service provides abundant evidence that far more women with domestic responsibilities want part-time work than can possibly find it and that employers will only contemplate a regular arrangement of part-time work where it is quite impossible to obtain full-time workers; some employers regard employment of married women, even for the normal hours, as an unfortunate necessity and endeavour to avoid it where they can. Commenting on this situation, the author says:—

> It is this dilemma that has led to the view that it is desirable to make some more detailed enquiry into the practicability of adjustment in the conditions and particularly in the hours of work of married women which would help them and yet be economic from the employers' point of view. This may mean examination on the one hand of the ways in which married women and their families can so organize their household tasks as to come somewhat nearer to what is practicable for employment and, on the other hand, a close examination from the employers' point of view of the economics of different methods of part-time employment as a regular system. The costs should be established in terms of productivity, absenteeism, time-keeping, etc., and compared with the corresponding costs of the full-time employment of women in similar circumstances. The fact that in so much of industry there is part-time work, even though on so small a scale, is evidence that it is worthwhile encouraging such work. The need for this is beginning to be recognized, and some modest research is under way.

Older Women

In general, it is found that the difficulties of older women in employment are similar to those experienced by men. At present there is much discussion in Great Britain concerning the employment of older persons. This, according to the writer, arises from the developing recognition of the increasing average age of the population, which was demonstrated by the report of a Royal Commission in 1949. In 1911, it was shown, women over 60 years of age formed nine per cent of the total female population, in 1947 the percentage was 17; for 1977, the proportion is estimated at 25 per cent. This means that one woman in every four will be over 60 years of age. An increasing number of persons will have to be maintained from the current production of a working population which, on the basis of the same forecast, will be approximately stable in size but older in average age.

Public concern is showing itself in two ways, says the author—in discussion of the social and economic effects of this change in age distribution and in the recognition of the personal hardship to those individual men and women who either wish to remain at work but are compulsorily retired while still fit, or who for one reason or another need to find new employment after middle age and meet with progressively increasing difficulty.

For older women the most urgent problem arises when they have to find a new job. "Too old at 40" does not, however, express the attitude of all employers, neither would such an attitude be general in industry at a time when the demand for women is high, particularly where the woman has skill or experience. It is much more commonly met in "white collar" employment.

The significance, both nationally and for the individual, of this increasing number and proportion of older workers, says the author, has been recognized by the appointment by the Government of two committees, one to examine the economic and social effects of the ageing of the population, and the other, representative of employers and workers, and health, research and voluntary organizations, to advise the Minister of Labour and National Service on the means of extending employment opportunities for older workers.*

Several of the problems especially affect women. There is the problem of the woman who worked in industry before marriage, retired, brought up a family, and at the age of 45 or so wishes to return to the labour market. Allied to this is the problem of the woman with personal qualities and education that would have fitted her to undertake a professional career but who married and devoted herself to bringing up a family, or because of other family responsibilities was prevented from entering a profession. A third category includes the woman who completed a lengthy training

*Since the preparation of the article the National Advisory Committee on the Employment of Older Men and Women has issued its *First Report*.

before marriage and then retired from outside activity. Women in such categories find it difficult to turn their abilities to good account in the employment field, even when they have received training in the past.

"The solution of these problems," says the author, "is bound up with the success of the general campaign to do away with artificial barriers to employment based on age, to substitute the test of capacity and to obtain greater recognition of the value of maturity and experience as personal qualities in an employee."

It might be desirable, she suggests, for further attention to be given to the possibility of part-time refresher courses in technical colleges and universities for bringing skill and qualifications up to date or for acquiring new techniques.

The particular problem of the woman with a good education and general ability but without professional training raises difficult questions of professional standards. It may be impracticable for a woman seeking employment in middle age to undertake the training many professions require. It may be financially out of the question and unsuited to a middle-aged woman who has lost the art of academic study. Suggested as a solution is re-examination of training requirements to see whether they can, without lowering the standard, be adapted to suit the mature woman or, if this cannot be done, to introduce a classification of assistant to work under supervision without the full professional qualification. Many of these women, it is noted, have done voluntary work and the experience of the war years demonstrated the high quality of much of the unpaid work undertaken by voluntary organizations. Such experience, the author feels, would be of particular value in the social service field, which in many countries is expanding and to which it is difficult to attract sufficient recruits.

Liberal Education *vs* Specialized Training

The author discusses problems relating to the woman with higher education but without specialized training. Even after a good general and liberal education, she says, a girl, unless she is a scientist, after a long period of training almost invariably is faced with the need to undertake another period of specialized training of one or two years before she can find employment. There is a risk that in the long run liberal education will suffer at a time when there is a great demand for students of science and technology.

Male university graduates with the right personal qualities can enter the business world without further training, it is pointed out, but the opportunities for a woman to do so are extremely limited. She may enter as a stenographer and work up to be secretary to an executive or she may enter one of the large retail stores and become a buyer. Women managers in laundries, hotels and other personal services are frequent but women in executive posts in business, even in those employing large numbers of women, are rare. The social service career, it is suggested, may replace the business opening for girls but it requires specialized professional training for one or two years.

No specific solution to this problem of the arts graduate has gained wide acceptance, according to the author. Two possibilities are presented for consideration:—

The parents, the girls and the community generally may have to accustom themselves to this prolonged period of training with the necessary financial adjustment. Alternatively, or in addition, the bodies employing professional workers will come to recognize that a girl who has taken her university degree in a general subject will be sufficiently valuable to them in the long run to warrant the payment of a salary during training. Such bodies will be the more inclined to adopt this course as they find that training on the job can be more widely used for the older entrant who has continued her full-time education for three years after leaving school than for the younger girl whose education finished at 18 years of age.

Opportunities for Skilled Employment

The first part of this century, states the author, has been a battle fought and largely won for freedom of entry for women into the professions. The question, however, arises as to whether women and girls have been given and, indeed, whether they have sought similar freedom of entry into skilled industrial employment, similar opportunities for training, choice of career and subsequent employment as are available for boys. "It may well be questioned whether any real demand for this freedom of entry exists. Is this indeed a problem at all except in theory and for the feminist?" she asks.

While national joint apprenticeship schemes seldom specifically exclude girls, the majority of the occupations covered by these schemes are entered exclusively, or almost so, by boys, as, for instance, the schemes for the engineering and building industries. Apprenticeship schemes for boys only include motor vehicle retail and repairing industry and skilled crafts in the

printing trades. On the girls' side, there are specially-designed apprenticeship arrangements in the dressmaking trades and common schemes in retail custom tailoring, some branches of the furnishing trades, baking, shoe manufacturing, hotel and catering trades (cooks), leather goods, agriculture and horticulture.

In general, occupations with carefully worked-out apprenticeship schemes open to girls are fewer in number, and even where such schemes are open to girls, fewer girls take advantage of them.

Several reasons are suggested as contributing to this state of affairs. Women form only one-third of the total working population. There is the feeling, both on the employers' side and the girls', that it is not worthwhile going through an apprenticeship because the girl will marry and the training will be wasted. There is also the widely-stated view that women do semi-skilled and routine work well because they "accept and, indeed, prefer the monotony of it". There is some evidence, too, says the writer, that parents' influence tends to discourage initiative in this matter and that advice given at school is generally based on what opportunities exist and not on what could be made to exist. Another factor is the lack of adequate provisions, often because of the shortage of teachers, of classes in chemistry, physics and higher mathematics, which are essential for many of these careers.

There are two reasons, according to the writer, for thinking that this problem ought to be more seriously considered. One is that even if there is no widespread demand on the part of women for freedom of entry to the skilled trades customarily reserved for men, it is wrong that the individual girl who wishes to branch out should have her opportunities restricted. The other is the continued and increasing demand for skilled craftsmen in what are traditionally men's trades and the steady reduction in the number of young persons entering industry. Coupled with this is the fact that more married women are now in the labour force and it may therefore no longer be true that training women for skilled trades is not worthwhile.

"The woman who knows that her skill will command a good wage is the woman who comes back into industry after her children have ceased to need her full-time care, and who is among the most reliable of workers," says the author.

Equal Pay

The article concludes with a reference to equal pay. This problem of women's employment, it is pointed out, differs in that it does not present day-to-day difficulties and does not influence the personal decisions to be made by the married woman, the older woman, the arts graduate or school leaver and their employers. "It is perhaps," says the author, "the main issue of principle left over from the early twentieth-century struggle for women's rights and it carries with it the strong feelings roused in this earlier struggle."

In Great Britain, attention is focused on equal pay in the public service because this is the only sphere in which direct government action on a wages issue is possible, it is explained. As wages in private and nationalized industries are fixed by negotiation or by independent wages councils, there is nothing to stop agreements for equal pay being negotiated. Advocates of equal pay argue that until the Government moves, industry and commerce will hang back, and once Government takes action so will private employers. The principle of equal pay is not a political issue; governments of all parties have accepted it but have postponed implementation until the country's economy makes it possible.

Says Women No Longer Need Protective Labour Laws

Because of benefits gained in union contracts, women no longer need protective labour laws, said Margaret Bernard, Director, Bureau of Public Assistance of the New York State Department of Social Welfare, the *New York Times* reports.

Some labour laws favouring women actually discriminate against them, Miss Bernard said, speaking at the mid-year board meeting of the New York State Federation of Business and Professional Women's Clubs.

Referring to legislation governing night work for women, such laws, she said, based on the fear that women cannot be trusted to get home safely at night, bar them from high-tipping night work as waitresses and bartenders and from night shifts in factories. But, she pointed out, the laws do not apply to scrubwomen, entertainers and cigarette girls in night clubs.

Three Women, Pioneers in their Fields, Died Recently

Two of Canada's pioneer women passed away in February, Agnes Campbell Macphail, the first woman to be elected to the Canadian House of Commons, and Dr. Nancy Rodger Chenoweth, one of the first women to practise medicine in Canada.

A few months earlier, the death occurred of another pioneer, Dr. Helen MacMurchy, CBE, internationally known for her activities in child welfare, and named in 1949 as one of the ten leading women physicians of the Western world.

Miss Macphail, Ontario-born and a teacher in one of the province's rural schools prior to her entry into the political field, won election to the House of Commons in 1921 at the age of 31. She served for 19 years until her defeat in 1940.

After her defeat Miss Macphail entered the provincial field and, as an Independent, was a member of the Ontario Legislature from 1943 to 1945. In 1948 she won, as a CCF member, the York-East seat, which she held until 1951.

One of Miss Macphail's first concerns after her election to the federal House was the plight of the Cape Breton coal miners. She espoused many causes—penitentiary reform, better conditions for both labour and the farmer, equal pay, pensions for the aged, blind and disabled, better health services, monetary reform and a central bank.

Before her death, she had the satisfaction of seeing equal pay legislation adopted by the Ontario Legislature.

Dr. Chenoweth graduated from Trinity College medical school, Toronto, in 1894 and for five years practised in Menomenee, Mich. She married at the turn of the century Rev. George T. Chenoweth, a Methodist clergyman. Husband and wife served as missionary and doctor at Medicine Hat and Red Deer, Alta., then part of the Northwest Territories. Upon the death of her husband in 1904 Dr. Chenoweth returned to Michigan but in 1947 joined her son, Dr. Rodger S. Chenoweth, in Peterborough, Ont., and was for a time associated with him in medical practice.

Dr. Helen MacMurchy was the first woman to intern at Toronto General Hospital and the first Canadian woman to take postgraduate work under Dr. William Osler at Johns Hopkins Hospital, Baltimore. A native of Toronto, she graduated with first-class honours in medicine and surgery from the University of Toronto Faculty of Medicine in 1901.

In private practice Dr. MacMurchy specialized in child care, obstetrics and gynaecology. She was assistant demonstrator in the two latter subjects at Toronto General Hospital and Faculty of Medicine, University of Toronto.

Dr. MacMurchy was an outstanding authority on many phases of public health. For seven years she was provincial inspector and assistant inspector of hospitals, prisons and charitable institutions. In 1920 she was appointed by the federal Government as chief of division of child welfare. She retired from that office in 1934.

Girls Fare Better Than Boys Finding First Office Job

In getting their first jobs as office workers girls have less difficulty than boys, according to interviews with representatives of the New York State Employment Service and Board of Education officials reported in the *New York Times*. Not only do girls find it easier to get such jobs but their starting wage is usually higher by about five dollars a week.

Because of the increasing efforts of banks, insurance companies and commercial establishments to recruit high school girl graduates, many boys are having to look to other fields for employment. However, outside of office work and the needle trades industries, they have the advantage over girls, it is stated.

Many reasons are given for the higher percentage of girls getting office jobs. One is that more girls leave high school with suitable training to fit them for such employment, many having taken courses in typewriting and stenography. Another is the traditional acceptance of office work as a woman's field. Boys, some employers say, look for quicker advancement and tend to become dissatisfied if promotion does not come soon.

But the preference for girls in office jobs need not discourage boys; they are not going to suffer unemployment because of it. Many boys, it was emphasized, will have to look to other fields, where, in most cases, they have the advantage over female job-seekers.

Percentage of Women in Norway's Labour Force is Falling

Since 1900, the percentage of women in Norway's labour force has been falling. Reasons for the decline are stated to be lack of opportunities and the improved standard of living, which makes it unnecessary for women to seek work outside the home. Even during the Second World War the scope of women's employment did not greatly expand—women tended to be fully occupied in trying to cater for the needs of their families; nor has it since the war in response to the demand for female labour.

These and other facts on women's employment in Norway are contained in a booklet issued by the Norwegian Joint Committee on International Social Policy, entitled, *The Status of Women in Norway Today: A Survey*.

In 1946, women constituted 27·5 per cent of Norway's total labour force. Out of a total of 1,250,251 women over 15 years of age, 393,272—31·4 per cent—were in paid employment or were self-employed.

From 50 to 55 per cent of Norwegian women in the 20-24 age-group take up employment, but the proportion drops to approximately 21 per cent among women in the 30-39 age-group and rises to 24·5 in the 50-59 age-group.

Twelve per cent of the total number of women working outside the home in 1946 were self-employed.

Although the demand for women workers has exceeded the supply since the Second World War, the number of married women at work in Norway is small. In 1946, out of 655,113 married women, only 25,662 were gainfully employed, the proportion in that year varying between 3·5 and 5·6 per cent in the age-groups under 60.

The number of housewives rose from 615,000 to 680,000 between 1946 and 1950 and it is anticipated that the marriage rate will increase in the coming years. This, states the report, will be a determining factor in the extent to which women will participate in work outside their homes. The possibilities of part-time work for married women are being investigated but so far very little is available in industry.

It is suggested that existing tax regulations affecting the higher income groups may tend to discourage married women from taking employment.

Very few women are yet engaged in traditionally masculine jobs. In fact, states the report, the shortage of female labour has led to the entry of men into some traditionally female occupations. However, jobs which may be performed by workers of either sex have increased in number.

In Norway very few women hold higher administrative posts. Skilled workers are divided about equally.

Farming continues to furnish employment to the largest number of women, although the percentage fell from 12·6 in 1930 to 8·7 in 1946.

In industry in 1952, the largest number were employed in clothing and textiles, with canning second.

Great importance is attached to the training of housewives or domestic workers in Norway, not only to raise the efficiency and status of domestic work but also as a means of expanding the female labour force by lightening the burden on housewives. An Act passed in 1936 makes domestic science a compulsory subject in urban elementary schools. Courses are also conducted in vocational training and continuation schools.

Since the Second World War, housework has been included in Norway's annual national economic budget. The housewives' contribution in 1947-1948 was estimated at about 14 per cent of the net national income.

Women's wages are relatively low in Norway as the female force is mostly employed on typical women's jobs, which are traditionally badly paid.

Where men and women perform the same job, men usually receive higher wages. In industry, where men and women seldom perform identical work, the difference is greater; in 1952, the average wage of women industrial workers was 69·5 per cent of that of men.

Equal pay for men and women exists only in public administration and academic posts, in handicraft trades after passing a journeyman's test, in industry after taking a trade test and for group leaders and forewomen in certain sections of industry. Women on piecework can in some cases earn as much as men.

11th Annual Convention of the Ontario Federation of Labour (CCL)

Unemployment and political action given most attention by delegates to three-day meeting. Public works program, government planning and expanded trade suggested as a solution to the problem of joblessness

The seriousness of unemployment and the need for political action by organized labour formed the centre of discussion at the 11th annual convention of the Ontario Federation of Labour (CCL) in Niagara Falls, February 4 to 6. A total of 330 delegates representing 200,000 union members in the province attended the three-day meeting.

A public works program, government planning and expanded trade were suggested as a solution to the unemployment situation in resolutions adopted by the convention. A resolution dealing with joblessness in the textile industry called for a tripartite committee to seek a solution. A resolution concerning unemployment in the farm implement industry suggested steps to assist under-developed countries to trade with Canada.

Other resolutions were adopted dealing with foreign trade, housing, strikes and the plight of laid-off workers in the textile, farm implement and other industries.

All principal officers were re-elected.

President's Report

The most important concern of the convention was "the pressing problem of unemployment," said President George Burt in his 23-page report. This problem, he said, is receiving constantly more attention from local unions and civic governments.

"We must bring to the attention of the public and our membership who are working the plight of the unemployed worker. You must remember that no worker is safe on his job, whether he be skilled or unskilled, if a large section of Canada's manpower remains idle," he continued.

Mr. Burt said the federal Government's estimate in mid-January of 338,066 persons seeking work was not "authentic" because it took into consideration only those people who registered.

"I believe I would be conservative in saying there must be 500,000 people unemployed in Canada, which is the greatest number since before World War II," he declared.

He pointed to lay-offs in the agricultural implement, textile, electrical apparatus and steel industries, adding: "We are afraid these lay-offs are not the regular seasonal lay-offs, but are the indication of something far more sinister.

"Rather than take a negative approach to this problem," he said, "it is our opinion that a positive program for full employment should be made, and we hope other unions will deluge Ottawa with representatives to talk about this important problem."

Increases in unemployment insurance benefits, housing programs, public works and wider export markets were advocated by Mr. Burt.

"These and many more things should be the prime concern of the Government, when they are facing an unemployment problem of this magnitude," he declared. "When 500,000 people in Canada are unemployed, our whole economy is slowing down, and eventually it will halt entirely.

"The only weapon we have in this instance is a united voice against the lack of perception on the part of the Government and employers to pull their weight in order to relieve this distressing situation," he said.

The Federation President reported an increase in membership and in the number of negotiating committees. As a result of the efforts of the latter, he said, the standard of living of all workers is gradually being raised.

"I think we should make our position clear," he continued. "The trade union movement will continue to press for a higher standard of living, as long as social progress is being made, and as long as we continue to prove that we are able to make more and better things which are designed to relieve the burden of mankind, and not only designed for a few greedy people who think only of themselves. Invention of labour-saving devices and conveniences brought about by ingenuity and resourcefulness of workers should accrue to the benefit of workers and the people as a whole, and not only to those

few people who happen to be in control of our monetary system and our Government."

Noting a "tightening up by employers and an increasing resistance to our just demands for a higher standard of living," Mr. Burt said this "is partly due to a desire on the part of employers to maintain their high profits, partly due to unemployment, and partly due to a fear on the part of employers, and of the Government, that Canada and her foreign markets are in for a slump.

"This attitude on the part of employers shows a lack of faith in the future of Canada. This same lack of faith in people all over the world produced the depression in the early thirties," he alleged.

Mr. Burt criticized the regulations governing the conduct of the Ontario Labour Relations Board and the province's conciliation procedure. He said the executive of the Federation had requested the Ontario Government for amendments to the Labour Relations Act dealing with decertification, company unions, the check-off of union dues, and collective bargaining rights for government employees.

Mr. Burt called for a stand by the convention on the question of immigration "particularly in view of the unemployment situation existing at the present time." He said that the lack of a planned immigration program has led to newcomers competing with Canadians for jobs.

"The traditional position of the trade union movement is to embrace and to integrate into our society all types of immigrants who might wish to become good Canadians," he said; but he added that "immigrants should not be competing for jobs with Canadians, and would not have to, if the proposals of the Canadian Congress of Labour were carried out for a program of full employment in Canada."

Mr. Burt called on the Canadian labour movement to rally to the aid of the miners still on strike in Northern Ontario and Quebec.

Secretary's Report

In his report to the convention, Cleve Kidd, Secretary-Treasurer, said the Federation in 1953 had engaged in much more activity than in any previous year. In addition, its financial position had improved considerably.

Not one of the recommendations contained in the Federation's annual brief to the Ontario Government in March 1953 had been implemented, said Mr. Kidd, adding that the lack of adequate labour representation in the Legislature is the main factor militating against the passage of any legislation advocated by trade unions.

The Federation communicated with the Premier on a number of other occasions regarding rent control and the mine strikes in the northern part of the province, the secretary reported.

He also reported on the work of the Federation's Welfare Department during its first ten months of operation and of the Research Department. He told of the organization's activities in political action and education.

Speakers

Jack Cauley, Vice-chairman of the Ontario Workmen's Compensation Board, outlined the types of accidents that come under the coverage of the Ontario Workmen's Compensation Act. He deplored the practice of concealing accidents in order to maintain a safety record.

Mr. Cauley, who is also a trade union official, called for the construction of more convalescent hospitals. These, he said, would cost only one-half to one-third as much as regular hospitals. In addition, they would require fewer trained personnel, reduce the number of patient days by half and thereby lower the cost of hospitalization.

Other speakers at the convention were Donald C. MacDonald, Ontario leader of the CCF Party, and Rev. Harold E. Toy, General Secretary of the Religion-Labour Foundation. At the convention banquet, David Lewis, National Vice-president of the CCF Party, spoke on "Labour and International Affairs".

Resolutions

Resolutions emphasizing unemployment and proposing as solutions public works, government planning and expanded trade were heatedly debated by the delegates.

One resolution, submitted by the Textile Workers Union of America, called for a joint committee composed of labour, management and government to study the textile situation and make recommendations to aid thousands of workers laid off as a result of the closing of mills.

J. Harold D'Aoust, Canadian director of the TWUA, said the industry is on the brink of disaster and blamed price-cutting competition from other countries. He charged the Government was sitting idly by as lay-offs continued in textile plants in Cornwall, Renfrew and in New Brunswick. He called for curbs on imports of textile products.

"We had some improvement in dumping laws," he said, "but this is not good enough."

Mr. D'Aoust then outlined a four-point program his union had presented to the Government (L.G., Feb., p. 218).

The resolution, which also asked the provincial Government to inaugurate public works projects in areas of unemployment and urged union members to buy only Canadian-made textiles, was endorsed by the convention.

Another resolution, presented by the United Automobile Workers of America, dealt with unemployment in the farm implement industry. It stated the solution to the problem "will not be found in cut-throat competition for a greater share of the present market, but in expanded trade."

The resolution, passed unanimously by the convention, asked the federal Government to assist under-developed countries "such as India and China" to trade with Canada by means of long-term loans, barter arrangements, or acceptance of sterling payments.

Doug McEntee, whose Toronto local sponsored the resolution, said employment in the farm implement industry had declined by one-third following a 33-per-cent drop in sales, while farm income has dropped 22 per cent in the past 15 months.

"This is not a seasonal cycle in farm implement production. We feel one of the solutions to our problem will be world trade," he said, adding that the jobless worker did not care where Canadian goods were sold as long as it meant jobs for Canadians.

Several other resolutions calling for public works projects were incorporated into a substitute presented by the resolutions committee. This resolution condemned the Ontario Government "for not facing up to its responsibilities in planning for full employment" and charged the provincial and federal Governments "with the responsibility for the present unemployment".

As short-time remedies for the situation, the resolution advocated an increase in unemployment insurance benefits with extension of coverage under the Unemployment Insurance Act, and a program of public works at all levels of government "with priority . . . to areas most severely affected by unemployment".

The long-term remedy for unemployment, it said, is dependent upon "development of the full potential at home and abroad". This included housing for many thousands of Canadians "who are living in dilapidated and inadequate quarters" and development of "broad trade policies within the free world".

Another resolution passed by the delegates put the Federation on record as favouring "all moves which reduce international tensions and promote the settlement of all differences between the great powers by peaceful negotiations which would open the doors to free trade with all nations."

Emphasis on political action was contained in a resolution re-affirming the Federation's endorsation of the CCF Party as the political arm of labour.

Other resolutions dealing with political action provided for a special convention of the Federation prior to the next Ontario election, and urged all local unions and councils to set up working political action committees and contribute regularly to the Federation's PAC fund.

The convention declared its opposition to proposed amendments to the Ontario Election Act which would provide for permanent appointment of returning officers, require a deposit of $200 by candidates for public office, and reduce the number of qualified electors on nomination papers from 100 to 10. A resolution stated that these amendments would be a departure from democratic practice and an attempt to limit the candidature of working people.

Housing was the subject of an emergency resolution that declared that the new federal housing legislation is "only a faint shadow" of the "concrete program" demanded by the labour and co-operative movements.

Conceding that the lower down payment and longer amortization period are steps in the right direction, the resolution stated that the increased interest rates and mortgage insurance costs are "class legislation of a sinister kind".

The resolution, adopted unanimously, called for action (1) by municipal governments, to use funds now available through the National Housing Act, and the provincial housing Act, to build low-rent housing for low-income families; (2) by the provincial Government, to embark on a multi-million dollar land assembly program for low-cost housing in good residential areas "in order to circumvent the manipulations of the big land speculators"; and (3) by the federal Government, to direct loans of federal funds through the Central Mortgage and Housing Corporation at not higher than 3¾ per cent. Finally, the resolution urged loans to legitimate housing co-operatives by both provincial and federal Governments at low-interest rates.

In another emergency resolution, the delegates unanimously recorded their "full support for the 3,000 miners who remain on strike in Northern Ontario and Northern Quebec".

Speaking to the resolution, Eamon Park, Legislative Director of the United Steelworkers of America, said the series of strikes which began last July were the concern not only of the striking miners but of all organized workers. He called for support of the resolution which pledged "continued moral and financial aid" to the miners in the base metal fields of Northern Quebec.

To date the total contributions by Canadian labour in support of the strikes has amounted to $327,749, said Mr. Park, adding that "a strike of this size and duration becomes more instead of less costly as time goes on".

The emergency resolution also urged "that this convention condemn the disgraceful behaviour of the Ontario Government in betraying the modest recommendations of its boards of conciliation at the behest of the mine operators."

Sam Hughes, Assistant Canadian Director of the United Packinghouse Workers of America, who is supervising donations to the strike fund, told the delegates that the international office of the steelworkers' union has contributed "well in excess of one million dollars" to the strikes.

The delegates declared support for the Quebec Federation of Labour (CCL) in its opposition to two recent enactments of the Quebec Legislature: Bills 19 and 20 (L.G., Feb., p. 222).

A resolution asking that unemployment insurance benefits be doubled was referred to the Canadian Congress of Labour.

Three resolutions on workmen's compensation asked that injured workers receive 100 per cent of wages, that employers be compelled to re-hire injured or maimed workers, and that workers who suffer a recurrence of old injuries be allowed to claim compensation.

A demand for a 35-hour week with no loss of take-home pay was dropped after the resolution committee recommended non-concurrence.

The Federation requested in another resolution that the Ontario Government supplement the federal old age pension by at least 50 per cent.

Two requests that the Federation submit amendments to the Factory Act were referred to the incoming executive for study.

A resolution asked that the Ontario Legislature enact at its next session a provincial health plan "that can be integrated with a national health plan if, as, and when, the federal Government assumes its proper responsibilities for the health of the Canadian people".

During the debate following this resolution, Max Dodds, the Federation's Welfare Director, examined the charter of the Blue Cross Hospital Plan and of Physicians Services Incorporated. He warned that before local unions adopt these plans they should find out what services are provided, who the directors of the plans are, what government control is exercised over them, and what reserves they are required to maintain.

United action on all questions affecting Canadian labour was urged in a resolution calling for "friendship and unity" with the Trades and Labour Congress of Canada and the Canadian and Catholic Confederation of Labour.

Resolutions dealing with the Labour Relations Act requested that no certification vote be allowed when a legal strike is in progress, that a simple majority of those voting in a representation election be sufficient for certification of a union, that certification and conciliation procedures be speeded up, and that the Government bear the cost of arbitration boards. It was also requested that compulsory arbitration be ended and that unions regain their freedom to act immediately when necessary after negotiations have reached a deadlock.

Other resolutions called for:—

Legislation making illegal the refusal of service because of race, religion or nationality, in all public accommodations.

Licensing of operators of electrically-driven overhead cranes.

Legislation giving labour organizations a voice in accident prevention.

Inclusion in the Canada Industrial Relations and Disputes Investigation Act of a section requiring employers to supply full payroll data to unions after they are certified.

Adoption of the check-off of union dues as part of the Ontario Labour Relations Act.

Compulsory automobile insurance administered by the provincial Government, with an increase in the minimum coverage now existing.

The indefinite extension of provincial rent controls.

An Ontario Bill of Rights similar to those adopted by the United Nations and the Province of Saskatchewan.

The construction of convalescent hospitals as a method of reducing the cost of sickness.

Amendments to the provincial Election Act to provide advance polls and a system of absentee voting.

Recognition by the federal Government of unions of its employees on the same basis as that guaranteed to unions of other workers in Canada.

Construction of a trans-Canada oil and gas pipeline.

Support by all union members of the union label program.

Establishment of credit unions and a campaign of credit union education in all local unions.

Election of Officers

President George Burt was returned to office by acclamation. Ed. Cluney and Sam Hughes were re-elected Vice-presidents and Cleve Kidd was re-elected Secretary-Treasurer.

In the contest for the office of trustee, Louis Palermo was re-elected and Doug McEntee replaced W. Weaver, who did not run.

8th Annual Convention of the Ontario Provincial Federation of Labour (TLC)

Delegates demand provincially-administered health insurance scheme hear predictions of serious unemployment during this winter and defeat resolution seeking to give organization's support to CCF Party

Demands for national health insurance and predictions of serious unemployment set the tone of the eighth annual convention of the Ontario Provincial Federation of Labour (TLC) in Windsor January 15 to 17. A resolution that sought to put the support of the Federation behind the CCF Party was defeated.

The convention, attended by some 400 delegates representing more than 200,000 organized workers in Ontario, was addressed by Percy R. Bengough, President of the Trades and Labour Congress of Canada, Robert H. Saunders, Chairman of the Ontario Hydro-Electric Power Commission, and Prof. J. Finkelman, Chairman of the Ontario Labour Relations Board.

The delegates considered more than 100 resolutions at this largest convention in the Federation's history.

At the opening session, A. F. MacArthur, President of the Federation, described the Ontario Blue Cross Hospital Plan as "a weak and ineffectual substitute for a real health plan". He declared the Blue Cross could never take the place of the national health legislation organized labour has been seeking for many years.

(Earlier in the month it had been announced that the Blue Cross rates would be increased substantially in the near future.)

A resolution calling for a provincially-administered contributory health insurance plan was adopted after delegates had twice sent it back to the resolutions committee. Both times objections were raised to the contributory nature of the scheme. But after TLC President Bengough appealed to the delegates not to split congress ranks by asking for a non-contributory scheme, they agreed to a contributory plan along the lines the TLC itself is seeking.

Establishment of more convalescent centres as a way to lower medical costs was advocated by Jack Cauley, Vice-chairman of the Ontario Workmen's Compensation Board and an accredited delegate to the convention.

Mr. Cauley predicted a national health insurance plan will never become a reality while emphasis continues to be centred on the construction of expensive active hospitals. He pointed out to the delegates that costs of construction and operation of the Malton Convalescent Centre, run by the Ontario Workmen's Compensation Board, were about half the same costs for a regular hospital.

"We may have missed the boat entirely," said Mr. Cauley, "in aiming our sights on wages, hours and other fringe benefits and letting a monster grow that is costing the general public millions of dollars each year.

"If we can formulate public opinion to the point that there should be more convalescent hospitals we're going to release thousands of patients overnight and reduce costs of hospital construction and operation by 50 per cent.

"There's no use continuing to say we want a national insurance scheme as long as there are no facilities to care for the people," said Mr. Cauley, adding that such a situation gives the Government an excuse for refusing to introduce a health insurance program.

In his formal address to the convention, Mr. Bengough predicted that 500,000 persons in Canada would be unemployed in the early months of 1954. He questioned whether seasonal factors were a satisfactory excuse each year for the increase in unemployment during the winter.

The TLC President said there was no reason for half a million persons to be unemployed in a country having Canada's wealth and resources. He suggested that the Government plan construction programs so that workers in the construction trades at least could find inside work in the winter months.

Evidence of a continuing upsurge in industrial activity in Ontario was presented by Mr. Saunders in his speech to the convention. He said the Commission which he heads expects to supply hydro-electric power to 68 new industries and 5,340 new homes in Western Ontario in 1954.

Predicting a bright future for Ontario, Mr. Saunders welcomed the announcement of the trans-Canada natural gas pipeline from Alberta and said he expected a start will be made on the St. Lawrence seaway project this summer.

Speaking on the functions of the Ontario Labour Relations Board, Prof. Finkelman told the delegates that unions would save much time and inconvenience if they paid more attention to details in filing applications for certification. More care in the preparation of cases would aid organized labour in getting services from the board.

In a report to the convention the labour relations committee of the Federation said: "Over the past year we have seen an alarming number of employer-dominated company unions come into being and this trend seems to be very much on the increase.

"Your committee is of the opinion that the Ontario Labour Relations Board was intended, and is supposed to be, a court of human relations rather than a court of law, and we are somewhat alarmed by the trend of the Board, particularly this year, toward the technical and away from the humanitarian approach to labour relations.

The committee reported that during the first 11 months of 1953, 41 applications for decertification of unions had been made before the Labour Relations Board, and of these 31 were granted.

Charging that almost all of these applications had been "engineered in one way or another by management" and did not indicate the desire of the employees, the committee called on the Federation to fight to have the decertification section of the Labour Relations Act rescinded.

The committee also recommended that the name of the Act be changed to Labour-Management Relations Act.

Several resolutions were adopted seeking changes in the labour law. One asked for an amendment to provide that strike-breakers may not be certified as long as a legally-initiated labour dispute is in progress. Others asked that the provincial Government pay for arbitration proceedings; that it be made mandatory for employers to deduct union dues from the wages of their employees if a majority of them have authorized it; that when the time limit for the conciliatory process is not adhered to, then a local union be freed from any conciliation encumbrances for that particular dispute; and that all provisions of an agreement negotiated after the expiration of the previous agreement be made retroactive to the date of the expiration of the earlier agreement.

A resolution recommending endorsation of the CCF Party as the political arm of the Federation was defeated. Debate on the resolution indicated that many delegates desired a more aggressive stand by the Federation on political action.

In other resolutions the convention called on the federal and Ontario Governments to launch a low-rental housing project to build 50,000 new homes in the next two years; insisted that municipalities take over rent controls abandoned by the Ontario Government; urged more careful screening of immigrants and planning of immigration to fit the manpower needs of the industry; and demanded that the Government force the opening of roads into bush areas in the northern part of the province now barricaded by large companies having cutting rights for pulpwood.

At the election of officers, A. F. MacArthur was returned by acclamation for a sixth term as President of the Federation. John T. Hancox was returned by acclamation as Secretary.

Four candidates stood for the three vice-presidential posts. When a run-off was required to fill the third seat, Douglas Hamilton withdrew. The three Vice-presidents elected were William Boothroyd, Casey Dodds and William Godfrey.



Labour-Management Relations Strengthened

Speaking at the final 1953 meeting of the Sir Adam Beck Hydro Project Central Production Committee, Gordon Mitchell, Project Manager, said: "I think that our experiences with the LMPC plan so far have been most worthwhile and that our labour-management relations have been strengthened through the LMPCs. However, in this area, as in others, we should not be content with what we have, when by further effort we can achieve even more." Mr. Mitchell remarked on the enormous value of increasing participation by workers in the affairs of the project; this avenue, he said, towards a stronger spirit of teamwork and co-operation has been provided by the LMPCs.

Commenting on Mr. Mitchell's statement, the *Niagara News,* project newspaper, said that during the year, more than 100 separate items were discussed by the Central Production Committee, including several major production suggestions. The Central Safety Committee discussed more than 120 different items, a number of which were regarded as material improvements in the project's safety program.

LMPC Organizes Blood Bank

Employees at Victory Mills Ltd. in Toronto recently came to the aid of relatives of two fellow employees who needed blood transfusions. Seventy-four pints of blood were donated. The mother of one employee received 24 pints; the daughter of a second, 50 pints. The LMPC at Victory Mills had just recently undertaken the formation of a blood bank, and the value of this action was proved by these two emergencies.

Employees participating in this LMPC are members of Local 247, International Chemical Workers' Union (AFL-TLC).

Plant Improves Safety Record

Early in 1953, the safety staff and refinery officials at Eldorado Mining and Refining Limited became worried over a series of lost-time accidents in the plant. Three consecutive lost-time accidents convinced them that a more intense safety program aimed at the man on the job and making use of his desire to co-operate was needed. It was felt that a series of safety "stunts" tied in with a joint labour-management inspection program should be tried.

As a result of this plan, the plant has improved its safety record. As of a late day in January the plant had gone 248 consecutive days without a lost-time accident. Both Manager J. C. Burger and Safety Engineer G. A. Thomson feel that the contests inaugurated have been directly responsible. Housekeeping in the different areas of the plant has improved, and all of the employees and supervisory staff have been highly enthusiastic over the campaign and have co-operated willingly with management.

First Contest

The first contest began in June and ran until the end of October. It was in the form of a bowling contest, complete with a huge score-board representing a bowling score sheet and using the standard method of scoring for bowling. At the end of the 20-week period, members of the winning team received prizes for their effort.

The second contest, now in progress, is based on a mythical money system whereby each team starts out with a certain amount of money and can either gain or lose money, depending on their safety record, housekeeping inspection score, and knowledge of plant safety rules.

LMPC Suggestion Plan Described

The suggestion plan set up and operated by the LMPC at Northwest Industries Ltd., Edmonton, is described in an article in a recent issue of *Northwest'ner,* the company's official publication.

More than $200 in awards under the plan was paid in one recent month, the article reports.

The plan's objective, the type of suggestions sought and the basis of awards are described. The article also lists several recent award-winners.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued seven certificates designating bargaining agents and rejected two applications for certification. During the month, the Board received four applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. Brotherhood of Railroad Trainmen, on behalf of all conductors and assistant conductors, excluding sleeping car conductors, employed by the Canadian National Railways in passenger and freight train service on its Atlantic and Central regions, except Newfoundland district (L.G., Dec. 1953, p. 1769).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

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2. Brotherhood of Railroad Trainmen, on behalf of all conductors, excluding sleeping car conductors, employed by the Canadian National Railways in passenger and freight train service on its Western region (L.G., Dec. 1953, p. 1769).

3. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers engaged on vessels operated by Northland Navigation Co., Ltd., Vancouver, B.C. (L.G., Jan., p. 83).

4. CPR, BCCS Maintenance Workers' Federal Union No. 493 (TLC), on behalf of a unit of machine shop employees employed by the British Columbia Coast Steamship Service, Canadian Pacific Railway Company, at Victoria, B.C. (L.G., Feb., p. 247).

5. Victoria and District Waterfront Workers, Local 560 (TLC), on behalf of a unit of longshoremen engaged in the loading and unloading of deep-sea vessels operated by Empire Stevedoring Company Limited and Canadian Stevedoring Company Limited, represented by the Shipping Federation of British Columbia, in the Victoria District, including Victoria and Esquimalt Harbours, Cowichan Bay and James Island (L.G., Feb., p. 247).

6. International Union of Operating Engineers, Local 796, on behalf of a unit of employees of Central Mortgage and Housing Corporation, employed in the maintenance of the Corporation's properties at Ajax, Ont. (L.G., Feb., p. 247).

7. Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local No. 740, Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cocktail lounge and tavern employees of Tourists' Services Limited, Whitehorse, Y.T. (L.G., Feb., p. 247).

Applications for Certification Rejected

1. International Woodworkers of America, Local 1-357, applicant, and Pioneer Towing Company Limited, Vancouver, B.C., respondent. The application was rejected for the reason that it was not supported by a majority of the employees affected (L.G., Feb., p. 247).

2. National Association of Broadcast Engineers and Technicians, applicant, and the Canadian Broadcasting Corporation, respondent (L.G., Dec. 1953, p. 1770). The application was rejected for the reason that the technical producers involved therein were not employees within the meaning of the Industrial Relations and Disputes Investigation Act.

Applications for Certification Received

1. Victoria and District Waterfront Workers' Association, Local 560 (TLC), on behalf of longshoremen employed in Victoria by the British Columbia Coast Steamship Service, Canadian Pacific Railway Company, represented by the Shipping Federation of British Columbia (Investigating Officer: D. S. Tysoe).

2. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed on lines east of Detroit in the Buffalo Division of the Wabash Railroad Company (Investigating Officer: R. L. O'Neill).

3. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of firemen-helpers, hostlers and outside hostler helpers, employed on lines east of Detroit in the Buffalo Division of the Wabash Railroad Company (Investigating Officer: R. L. O'Neill).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of clerical employees employed in the Steamship Office of Canadian National Railways at Halifax, N.S. (Investigating Officer: T. D. Cochrane).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January the Minister appointed conciliation officers to deal with the following disputes:—

1. The Railway Association of Canada (extra gang employees) and Brotherhood of Maintenance of Way Employees (Conciliation Officer: R. Trépanier).

2. Patricia Transportation Company Limited, Winnipeg, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper).

Settlement Reported by Conciliation Officer

Canadian Pacific Air Lines, Limited and Canadian Air Line Navigators Association (Conciliation Officer: D. S. Tysoe). (L.G., Jan., p. 83.)

Conciliation Boards Appointed

1. Oshawa Railway Company (Canadian National Railways) and Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Feb., p. 247). The Board had not been fully constituted at the end of the month.

2. Railway Association of Canada (extra gang employees) and Brotherhood of Maintenance of Way Employees. (*See* above.) The Board had not been fully constituted at the end of the month.

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in December to deal with matters in dispute between Canadian National Railways, Canadian Pacific Railway Company, Toronto; Hamilton and Buffalo Railway Company and Ontario Northland Railway (non-operating employeees, excluding water transport employees) and the Joint Negotiating Committee representing a number of international and national labour organizations (L.G., Feb., p. 248) was fully constituted in January with the appointment of the Hon. Mr. Justice R. L. Kellock of the Supreme Court of Canada, Ottawa, as Chairman. Mr. Justice Kellock was appointed by the Minister in the absence of a joint recommendation from the other two members, Marshall M. Porter, QC, Calgary, Alta., and A. J. Wickens, QC, Moose Jaw, Sask., who were previously appointed on the nomination of the companies and unions respectively.

Settlements Following Board Procedure

1. Red River Grain Company Limited, St. Boniface, and Malt & Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., July 1953, p. 1023).

2. National Harbours Board, Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 248).

U. S. Women's Bureau Reports on Older Women as Office Workers

Current custom among many employers in the United States is to establish a maximum age beyond which women applicants for office jobs are not considered for employment, it is reported in *Older Women as Office Workers,* a new bulletin recently released by the Women's Bureau, U.S. Department of Labor.

Women more than men are confronted with age restrictions when they are looking for employment, the bulletin says, and meet with age barriers earlier in life, often at 35 years or even younger, particularly in office work.

The report describes training programs successfully carried out in four cities, indicating that women in their middle years, or older, can be successfully prepared for employment, even if there has been a considerable lapse of time since they last worked. Because of the shortages of clerical workers, the study is limited to office occupations.

Three of the programs described were initiated in Cleveland, Denver and New York (L.G., Nov. 1953, p. 1600) to provide refresher courses for stenographers and typists. The fourth was developed by a Milwaukee bank faced with a shortage of workers for jobs ordinarily performed by younger women, to train older women as business machine operators on a part-time work schedule.

Part II of the report, "Facts on 'older' women workers in relation to office work", presents a general factual background. Also included is an appendix giving data on population, the female labour force, age trends and occupational distribution.

The Women's Bureau expresses the hope that "this exploratory study will suggest to employers, schools and other community agencies that mature women can become competent workers if given opportunities for both training and employment."

86933—6½

Legal Decisions Affecting Labour

Sask. court quashes certification order on grounds that Board refused to accept evidence concerning resignations from union. B.C. court dismisses shipping company's application for injunction against picketing. Two Que. cases deal with decrees under Collective Agreement Act. Conn. court enforces anti-discrimination order against union

In Saskatchewan the appeal court found *ultra vires* a regulation of the Labour Relations Board providing that at a hearing of a union's application for certification evidence was not admissible concerning events occurring after the application was filed. A certification order was quashed because the Board had refused evidence relating to resignations from the union after the date of application.

The British Columbia Supreme Court held that the picketing of a ship at a Vancouver pier during a strike was legal even though the crew had violated the Canada Shipping Act by leaving the ship.

In Quebec the Superior Court dismissed the claim of a clothing manufacturer that the decree under the Collective Agreement Act applicable to him was not valid because it had not been properly renewed. In another case the same court found that a provision in a decree requiring employers to finance a group insurance plan for their employees could not be enforced because it was beyond the scope of the Collective Agreement Act.

An order of the Connecticut Commission on Civil Rights requiring an electrical workers' union to cease discriminating against a Negro applicant for membership was upheld by the appeal court of the State.

Saskatchewan Court of Appeal...

...finds Board erred in refusing evidence submitted after application for certification filed

On December 8, 1953, the Saskatchewan Court of Appeal quashed a certification order because the Saskatchewan Labour Relations Board had refused to accept evidence, submitted after the application for certification had been filed with the Board, concerning the intention of several employees to resign from the applicant union. The Court held that a regulation of the Board providing that no evidence could be submitted concerning any event occurring after the date of application was inconsistent with the provision in the Trade Union Act requiring the Board to determine the representative character of a union seeking certification as bargaining agent for a unit of employees.

In his reasons for decision, Mr. Justice Gordon stated that the application to quash the Board's order was brought by the employer, the operator of a large garage in Regina, and some of his employees. The facts were not disputed. On September 17, 1953, the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America applied to the Board for an order declaring that it represented a majority of the employees in the garage and requiring the employer to bargain collectively with the union. The material filed with the application showed that 35 of the 55 employees in the unit had signed union membership cards.

A hearing of the application was held on September 30. Declarations were filed to show that two employees had signed membership cards after being told that 85 per cent of the employees had already signed, and that 17 other employees who had signed cards now wished to resign. It was also stated that at a meeting on September 24 attended by 40 employees, 26 had voted against joining the union and only 14 for it.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Board refused to accept this evidence because of Regulation 13, made by the Board under the authority of the Trade Union Act and approved by the Lieutenant-Governor in Council, which provides that where any application for recognition as bargaining agent is to be determined by the Board, no evidence may be submitted concerning any matter or event occurring after the date the application is filed. It stipulates that this provision does not affect the Board's power to conduct a representation vote.

Mr. Justice Gordon quoted Section 5(b) of the Trade Union Act, which gives the Board power to make orders determining what trade union, if any, represents a majority of employees in an appropriate bargaining unit. He stated that this provision gave the Board power to make a finding at the time of the hearing, and he saw no reason why the Board had passed the regulation restricting its power. In his view, the regulation was *ultra vires* because it attempted to make evidence not admissible which under the Act was admissible.

He stated that this conclusion was imperative in view of the decision of the Supreme Court of Canada in *Toronto Newspaper Guild, Local 87* v. *Globe Printing Company* (L.G., Aug. 1953, p. 1174). In that case the Ontario Labour Relations Board refused to consider the fact that a number of employees had resigned from the union between the time the application was made and the date of the hearing by the Board. The Supreme Court held that the Board had exceeded its jurisdiction in certifying the union without investigating the "all-important question" of the resignations.

The Court therefore quashed the certification order. *Riddell and Son Limited et al* v. *International Union, U.A.A. and A.I.W. of America and Saskatchewan Labour Relations Board* [1953-54] 10 WWR (NS) 522; [1954] 1 DLR 333.

British Columbia Supreme Court...

...refuses injunction to prevent picketing of a ship even though crew members had left illegally

The British Columbia Supreme Court on October 8 and 14 dismissed applications brought by a shipping company for an injunction to prevent a seamen's union from picketing a ship at a Vancouver pier. The Court held that the picket line was legal even though the members of the ship's crew had left the ship illegally.

The decision was given by Mr. Justice Coady, who first described the facts. The plaintiff company, Saguenay Terminals Limited, was a member of the Shipping Federation of Canada. The collective agreement between the Federation and the Seamen's International Union of North America had expired on April 1, 1953, and was not renewed. Conciliation proceedings were taken. The union refused to accept the majority report of the conciliation board and, after a strike vote had been taken, went on strike on September 28.

When the plaintiff's ship SS *Sunjewel* arrived at Vancouver, the port agent of the union informed the crew of the strike and advised them to leave the ship. The crew members accordingly left the ship. A picket line was set up, apparently on the instructions of the union's port agent, with the result that the longshoremen refused to unload the ship's cargo. The shipping company then applied for an injunction to prevent the union from picketing the ship and from discouraging members of the longshoremen's union or any other persons from approaching.

Mr. Justice Coady stated that there was no evidence before him as to the information being conveyed by the picket line. He assumed that its purpose was to inform the longshoremen of the strike, and that this was sufficient to prevent the longshoremen from handling the cargo. It was not contended by the plaintiff that the picketing was of an obstructive nature. The union's agent testified that the primary object of the picketing was to advance the union's interests and not to injure the shipping company.

The plaintiff contended that the crew had left the ship contrary to the provisions of the Canada Shipping Act. The union argued that the crew members had left the ship legally pursuant to Section 251(2) of that Act, which reads:—

> A seaman is not guilty of an offence under this section by reason only of his taking part in a lawful strike after his ship and cargo have been placed in security to the satisfaction of the harbour master or the master of the ship where no harbour master is available, at the terminal port in Canada of the voyage in which the ship is engaged.

Mr. Justice Coady held that not Vancouver but some port in Eastern Canada was the terminal port of the voyage. The crew members, therefore, had no legal right to strike at Vancouver, and had violated the Canada Shipping Act by leaving the ship.

However, their action in leaving the ship and the union's action in setting up the

picket line were two separate things, in His Lordship's view. By reason of the strike the union had the right to establish a picket line. The Court held that as long as the activities of the picket line were confined to conveying information and were not obstructive an injunction could not be issued against the union. *Coles* v. *Cunningham* [1954] 10 WWR (NS), 507.

Quebec Superior Court...

...dismisses company's claim that a decree under Collective Agreement Act not properly renewed

The Quebec Superior Court upheld the judgment of the Court of the Sessions of the Peace fining a clothing manufacturer for contravention of a decree under the Collective Agreement Act applicable to the men's and boys' clothing industry. The Court held that the decree was valid and that the company was subject to it.

Mr. Justice Montpetit gave the decision at Montreal on November 24, 1952. He stated that the main ground urged by the company for quashing the earlier judgment was that the decree to which it was supposed to be subject was no longer valid. It claimed that the decree for the men's and boys' clothing industry, originally made on November 10, 1937, had not been properly renewed and so was no longer in effect.

His Lordship reviewed the history of the decree, No. 2991. It was made by Order in Council on November 10, 1937, and published in the Quebec *Gazette* of November 20. The Order stated that groups of employers and employees in the men's and boys' clothing industry had applied jointly to the Minister of Labour to make the collective agreement concluded by them binding on all employers and employees in the trade in the area specified in the agreement, according to the provisions of the Act Respecting Workmen's Wages. The Order noted that the terms of the agreement had acquired "a preponderant significance and importance" and that the requirements of the Act for giving notice of the agreement and the request to make it binding had been met. The Minister accordingly declared the provisions in the agreement relating to wages and hours of work binding on all employers in the trade within the specified area. Section 19 of the decree provided that the former decree No. 564 was replaced by decree No. 2991, which was to remain in force until July 1, 1938, and after that date would be renewed automatically from year to year unless four months before July 1 one party sent notice to the other parties, to the Minister of Labour and to the parity committee that it desired the revocation of the decree.

By Order in Council No. 1647, dated June 28, 1941, and gazetted July 5 of that year, Section 19 was amended to provide that the decree would remain in effect until July 1, 1944, and after that date would be renewed automatically unless one of the parties gave notice of revocation four months before July 1, 1944.

His Lordship stated that between July 1, 1938, and July 5, 1941, no Order in Council was passed to renew decree No. 2991. In his view, no such Order was necessary, as the decree itself provided for its automatic renewal. Sections 9 and 10 of the law provided that a decree could make binding the terms of an agreement relating to wages, hours of work, apprenticeship, the classfification of jobs and of employees, and also such provisions as the Lieutenant-Governor in Council deemed "in conformity with the spirit of the Act". Mr. Justice Montpetit considered that the clause in the decree providing for its automatic renewal from year to year was such a provision. The arrangement made by the parties to the agreement for automatic renewal of the decree was in accord with the purpose of the Act to establish economic stability in a particular industry by making compulsory the wages and hours of work considered appropriate by the majority of employers and employees concerned.

In 1940, the Collective Agreement Act replaced the Act Respecting Workmen's Wages. Section 8 of this Act provides that the Lieutenant-Governor in Council may renew or repeal a decree at any time. The company contended that the Act here specified the procedure for the renewal of a decree by Order in Council, and that if the legislators had wished to permit the parties to renew a decree automatically, the law would have contained such a provision. Since it did not, the only means of extending the term of a decree was by Order in Council. The Court did not accept this argument.

After 1941, two different methods of extending the term of the decree had been used. Three Orders in Council renewed the decree until a certain date with the possibility of automatic renewal after that date, while four others merely renewed the decree for a specified period of from one to three months. The company argued that, since several times the expiry date of the decree had passed before the Order in

Council renewing it had been gazetted, the decree had expired and was no longer valid.

Mr. Justice Montpetit stated that, while an amending Order did not come into effect until the date of publication in the Quebec *Gazette,* a renewing Order came into effect immediately, although it must be gazetted as soon as possible. Examining the circumstances in the light of this rule, he found no irregularity in the procedure followed for renewing the decree. He held that decree No. 2991, as amended, was still in effect.

The company also contended that it was not subject to the decree because it was not a party to the original collective agreement. This argument was absolutely false, His Lordship stated, as the Act Respecting Workmen's Wages and later the Collective Agreement Act gave the Lieutenant-Governor in Council authority to make certain provisions of an agreement binding on all employers and employees in the industry within a specified area.

While it might be true, as the company maintained, that some years it did not manufacture the articles coming within the jurisdiction of the decree, the evidence showed that it did manufacture them during July 1950, when the violation of the decree occurred.

The Court therefore dismissed the company's application for a writ to quash the earlier judgment imposing a fine of $25 for violation of the decree. *Dolly Dimple Inc.* v. *Fontaine et Victor et Comité Conjoint de l'Industrie des Vêtements d'Hommes et de Garçons* [1953] CS Montreal 411.

Quebec Superior Court...

...holds that a decree may not require employers to contribute to an insurance plan for employees

On September 18, 1953, the Superior Court of Montreal, quashing the judgment of a lower court, held that a decree under the Quebec Collective Agreement Act could not make binding on employers a provision for a group insurance plan.*

The judgment was given by Mr. Justice Perrier. He stated first that the Lieutenant-Governor in Council in issuing a decree could not exceed the authority given by the Collective Agreement Act. Section 10 of the Act permits him to make binding the terms of a collective agreement which he "may deem in conformity with the spirit of this Act". However, these terms must be of the same type as and related to the provisions already mentioned in Sections 9 and 10, such as wages, hours of work and family allowances, His Lordship stated.

In this case an employer applied for a writ to quash a judgment fining him for contravention of a provision in the decree for the trucking industry of the Island of Montreal requiring employers to participate in a group insurance plan for their employees. The company contended that the Act did not give authority for such a security measure not included in wages. The parity committee maintained that the insurance plan was an integral part of wages, since Section 1(i) of the Act defines wage as "the remuneration in currency, and the compensation or benefits of a pecuniary value as determined in the decree for the labour governed by it".

His Lordship held that the decree assumed a power of taxation or collection of money which the Act did not confer on the Lieutenant-Governor in Council. The Act permitted him to levy money only for the purpose of administering the decree and for family allowances. It did not give him power to authorize a parity committee to administer an insurance plan or to make it the guardian of sums collected from employers.

For this reason the Court granted the company's application and quashed the earlier judgment. *Westmount Moving and Warehousing Limited* v. *the Trucking Industry Parity Committee for the Island of Montreal et autres* [1953] CS Montreal 475.

Connecticut Supreme Court of Errors...

...dismisses electrical union's appeal from order requiring it to end discrimination against Negro

On December 29, 1953, the Connecticut Supreme Court of Errors upheld the finding of the Commission on Civil Rights of Connecticut that a Negro had been excluded from membership in an electrical workers' union because of his race, contrary to the Fair Employment Practices Act, and affirmed the Commission's order to the union to cease excluding him from membership.

The union appealed the Commission's ruling to the Superior Court, where the

*An Order in Council of January 25, 1951, amending the decree applicable to the trucking industry of the Island of Montreal (decree No. 913), required every employer to contribute $3.50 a month for each of his employees towards a group insurance plan. The plan provided for life insurance and sickness and accident insurance. It was to be administered by the parity committee, which was authorized to appoint a subcommittee responsible for collecting employers' assessments.

appeal was dismissed, and then appealed from the judgment of that court to the Supreme Court of Errors.

Mr. Justice Quinlan told the facts of the case as found by the Commission's hearing tribunal. On April 1, 1949, a 30-year-old Negro named Tilley applied for admission as an apprentice to Local 35 of the International Brotherhood of Electrical Workers. The day before, the union's business manager had told him that there was not much hope of his being admitted because of the large number of applicants. On April 8, Tilley and a Negro member of the postal clerks' union met with the executive board of Local 35 and were shown a bundle of cards said to be applications for admission. They were told that all unemployed members had to find jobs before new members could be admitted and that in any case Tilley's application would have to be submitted to a vote of the entire union. The union took no action on his application and failed to notify him of its inaction.

Tilley was a graduate of Hartford Public High School and had headed the class at a navy school where he had studied electricity. While in the naval service he worked on electric motor repair and maintenance. After discharge he had completed courses in electric wiring and motor repair at the Hartford Trade School. This training made him eligible for membership in the union.

In July 1950 an investigator for the Commission on Civil Rights interviewed the union's business manager, who emphasized the desirability of limiting membership to insure steady employment. The investigator was shown a list of admissions for the four years preceding, and it was explained that the authority for accepting applications lay with the total membership. The union officer stated that the dates were not significant because nearly all new members were relatives of old members, and that those who thought they could obtain more work by joining the union were deluding themselves. Two men were admitted after April 1, 1949, one upon an application dated May 24, 1950. The union officer stated also that there were no Negroes in the union, that the carpenters' union found Negroes irritating and not good mechanics, and that he desired to maintain strict standards.

Negroes had been denied union membership on two earlier occasions, in 1946 and 1948. One of them, Silas Hill, had been transferred from electrical work to janitorial work just before the union and his employer signed a union shop contract, for no apparent reason apart from his employer's desire not to embarrass the union because he was a Negro. Dr. James Gladstone called the union's business agent on this man's behalf and was told that he would have received a work permit except for his race. At a conference held later on the case it was not suggested that the man's work was unsatisfactory. One of the reasons given for his transfer was that work was slack, although at that time the employer was advertising for electricians.

The hearing tribunal also found that the union operates as a clearing house for employment, and that union electricians earn more than non-members.

Mr. Justice Quinlan was satisfied that the trial court's refusal to change the finding of the hearing tribunal was correct. The union's case depended largely on its interpretation of union policies. It argued that it was part of its policy to require an applicant for admission to be young and already employed. However, Article 21 of its constitution provides that: "Any electrical worker or employee of good character, not less than 16 years of age, is eligible to membership, provided he passes a satisfactory examination when required to do so by the (local union)." The judge stated that, except where a doubtful meaning is involved, long-continued practice does not supersede the constitution and by-laws.

Because the tribunal's findings were based on substantial evidence, and it had not acted illegally, arbitrarily, or so unreasonably as to abuse its discretion, its conclusion that Tilley was excluded from union membership because of his race and therefore in violation of the law must stand.

The union claimed that Tilley's complaint to the Commission was barred by the provision in the law that a complaint must be filed within six months after the alleged act of discrimination. More than six months had elapsed between the date he applied for admission to the union and the date he filed his complaint. Mr. Justice Quinlan pointed out that as Tilley was not expressly rejected by the union the six months would not begin to run until the expiration of the period within which it could reasonably be expected that the union would have acted upon his application. In view of the representations made by the union to Tilley concerning the number of applications ahead of his and the shortage of work, it could not claim that the discriminatory act occurred before April 1, 1950. The union based its contention on the provision in its constitution that admission must be completed within 90 days; but the constitution did not provide that

an application ceased to be pending at the end of 90 days. In practice, apprentices usually waited a year before being admitted to the union, without filing a new application. The judge concluded that the prosecution of the union was not barred by the statutory period of limitations.

The union objected to the admission before the hearing tribunal of the testimony of Silas Hill as to the union's discrimination against him in 1946, particularly because it related to events occurring before the enactment of the Fair Employment Practices Act. Mr. Justice Quinlan stated that administrative agencies were not bound by strict rules of evidence. He also quoted this statement from an earlier judgment: "Upon questions of knowledge, good faith or intent, any other transactions from which any inference respecting the *quo animo* may be drawn are admissible... It has sometimes been thought that the other transactions should be contemporaneous, or nearly so, but that is not essential."

The Court therefore dismissed the union's appeal. *International Brotherhood of Electrical Workers, Local 35* v. *Commission on Civil Rights of Connecticut* [1954] 33 LRRM 2307.

Recent Regulations, Federal and Provincial

New regulations made for prevailing rate employees. Uranium mining and prospecting are brought under Alberta Workmen's Compensation Act. Minimum wage order for cook and bunk-house occupation revised in British Columbia. Ontario and Alberta issue apprenticeship regulations

Recent changes in the prevailing rate employees general regulations have been incorporated in a new consolidation of the regulations, which went into force on January 1.

In Alberta, trade rules have been issued for welding, which was designated as a trade under the Apprenticeship Act in 1953.

Uranium mining and prospecting have been added to the schedule of industries covered by the Alberta Workmen's Compensation Act.

In British Columbia, the minimum wage order for the cook and bunk-house occupation in unorganized territory has been revised to raise the minimum wage to 80 cents an hour and to provide for a weekly rest period of 32 hours. Where the rest period cannot be granted weekly, provision is made for the accumulation of rest periods or for compensatory payment at overtime rates in lieu of time off.

Other regulations reviewed include a new revision of the regulations under the Ontario Apprenticeship Act and new plumbing regulations in Saskatchewan.

FEDERAL

Prevailing Rate Employees

New general regulations for prevailing rate employees of the Government who do not come under the Civil Service Act were made by the Treasury Board on November 27, 1953. Issued as T.B. 458000 under the authority of the Financial Administration Act, the regulations went into force on January 1 and were gazetted January 13. They are a consolidation, with certain revisions, of the earlier prevailing rate employees general regulations (P.C. 6190 of December 6, 1949) with the amendments to the regulations made from time to time since that date.

These regulations govern working conditions of prevailing rate employees, including payment for overtime, statutory holidays with pay, vacation leave, sick leave and special leave, and provide generally for the establishment of rates of pay and hours of work.

Review of Earlier Regulations

Regulations setting uniform standards with respect to the working conditions of prevailing rate employees were made in 1949 (P.C. 4840 of September 20, 1949) after a study of these matters by a special committee set up in 1948 by the Treasury Board. Before that time, varying arrangements were in effect in the several Government departments. P.C. 6190 was issued on December 6, 1949, replacing P.C. 4840 and making certain minor revisions.

The 1949 regulations provided a uniform and more generous plan of annual vacations with pay whereby employees were

entitled to two weeks' vacation with pay after two years of service. Under their provisions, a prevailing rate employee was entitled during his first year of employment to a vacation leave credit of one-half day for each month of employment; for the second year, to three-quarters of a day for each month; and during subsequent years of employment, to one day for each month. Previously, the vacation granted during each year of employment was one-half day per month, with a maximum of one week.

The regulations also provided that prevailing rate employees should be paid for seven specified public holidays when not worked, plus two other holidays to be given at the option of the Minister of the department concerned. If an employee was required to work on a holiday, he was entitled to a vacation leave credit in addition to regular pay for the time worked. A vacation leave credit of one-half day was granted if he worked four hours or less on the holiday and one day if he worked more than four hours.

Payment for overtime work was required at the rate of time and one-half after the standard work-week where the standard work-week was 48 hours or more. If the work-week was less than 48 hours, straight time rates were payable up to 48 hours and time and one-half thereafter.

Special leave with pay could be granted by the deputy head to a male employee on the occasion of his marriage and to any employee for a death in the family.

No provision was made for the accumulation of sick leave credits but authorization was given for an employee to whom sick leave credits had accrued before April 1, 1949, to be granted sick leave up to 30 days with provision for extension beyond 30 days but not in excess of the sick leave earned.

Changes During Past Year

During the past year a number of significant changes with respect to the working conditions of prevailing rate employees were made by amendments to the regulations. These changes have now been incorporated in the new Treasury Board regulations.

As regards vacation leave, effective from April 1, 1953, provision was made for the granting of three weeks' vacation with pay after 25 years' service. It was also provided that from June 1, 1953, vacation leave credits should accumulate on an hourly rather than a daily basis.

In regard to payment for statutory holidays, the provision for vacation leave credits was done away with. An employee required to work on a holiday must be paid time and one-half the normal and extra rates of pay, if any, for the hours actually worked and time and one-half the normal rate of pay for the remainder of the hours in the normal work day. This new provision went into effect on July 15.

Another change that became effective from June 1, 1953, is that the payment of overtime rates is required for hours worked in excess of the standard work-week where the standard work-week is 44 hours or more.

Beginning May 1, 1953, sick leave privileges were granted to prevailing rate employees. It was provided that sick leave credits should accrue at the rate of three-quarters of a day for each month of employment. The first day of absence from illness is not paid for but is not charged against sick leave credits.

The circumstances under which special leave with pay for not more than three consecutive working days may be granted to an employee with at least six months' service were widened. The following conditions were added to those noted above: special leave may be granted where an employee (1) is subpoenaed as a witness by a court, board or commission; (2) is required to attend for jury duty; (3) reports for medical examination with a view to enrolment in the Armed Forces; (4) presents himself for Civil Service examination; or (5) in the case of a veteran, reports for observation to the Department of Veterans Affairs.

Provision was also made for the payment of a retroactive wage increase to a person no longer employed or to his estate where service has been terminated between the date of approval of the increase and the effective date of the increase.

New Consolidation

In the new regulations (T.B. 458000), which, as noted above, consolidate recent changes with the earlier regulations, a few revisions were made. These bring into effect a more flexible system for accumulating sick leave on the basis of hours rather than days, as is now done in the case of paid vacation leave; make specific reference to additional holidays which may be designated by the Treasury Board; and make provision for considering the past service of seasonal employees as continuous service in the determination of annual, sick and special leave. The new regulations are summarized in some detail below.

Application

The regulations apply to employees in the Public Service of Canada whose remuneration is based on prevailing rates

of pay in the area in which they work for the class of work they do or in any area in Canada for work comparable to it. They do not apply to employees who are paid a stated annual salary or to part-time employees in classifications under the Civil Service Act where the wage is determined by reference to the stated annual salary established for those classifications.

Hours of Work, Rates of Pay and Overtime

Hours of work of prevailing rate employees are, as previously, to be determined by the Treasury Board, on the recommendation of the deputy head of the unit concerned. Rates of normal pay and rates and conditions of payment of extra pay are fixed by the Treasury Board after consultation with the Department of Labour. "Extra pay" means any premium payment, shift differential bonus, or other allowances paid as compensation for services rendered during the working hours making up the standard work-week in addition to normal pay. However, a differential paid in respect of supervisory duties is to be considered as normal pay after it has been paid for a continuous period of six months.

An increase in a wage rate may be paid retroactively under the following conditions. When the increase takes effect from a date prior to the date of approval, the amount owing for the period between the effective date and the date of approval is to be paid to those still employed on the latter date, to those no longer employed because of a lay-off due to lack of work, resignation due to a *bona fide* illness or retirement on account of age, and to the estate of any former employee who died during the period. Application for payment of the increase must be made within six months after it has been approved.

A special overtime rate may be paid only to employees for whom a standard work-week has been set by the Treasury Board. If the work-week is 44 hours or more, time and one-half the rates of normal pay and extra pay, if any, payable for the work if it had been performed during the normal working hours is payable for each completed hour of overtime in excess of the hours in the standard work-week.

If the standard work-week is less than 44 hours, the above-mentioned overtime rate will apply only after 44 hours have been worked. Until then the rates of normal pay and extra pay apply to any hours of overtime.

A different method of calculating the hourly rate of monthly-paid employees whose standard work-week is 44 hours or less is designed to ensure that such employees will not receive a lower rate for overtime than for regular hours of work. Formerly, the hourly rates of monthly-paid employees were calculated by dividing the normal monthly salary by 190 in cases where the standard work-week was 44 hours or less and by dividing the normal monthly salary by a figure equal to four and one-third times the number of hours in the standard work-week in other cases. The latter method is now used in all cases.

For the purpose of calculating the number of hours of overtime work, a holiday for which an employee receives wages or any one day of approved leave with pay is deemed to be a day on which the employee has worked the normal number of working hours for the day. It is now expressly stated in this section and in other sections of the regulations dealing with holidays that "holidays" include a holiday designated specifically by the Treasury Board as well as the statutory holidays with pay set out in the regulations (see below), thus ensuring that any additional days granted will be treated as statutory holidays.

For the purpose of calculating the number of hours of overtime worked during the initial work-week of an employee who starts work on a day other than the first day of the work-week, credit may be given to the employee for having worked the normal working hours on each of the days in that work-week preceding his employment.

Holidays with Pay

An employee required to work on any of the holidays specified in the regulations or on any additional holiday designated specifically by the Treasury Board (such as Christmas season half-days) must be paid at the rate of time and one-half his rate of normal pay and extra pay, if any, for the hours actually worked and at the rate of time and one-half his rate of normal pay for the remainder of the normal working hours he would have worked if it had not been a holiday. The rate of normal pay is paid for a holiday not worked, provided the employee works or is on authorized leave with pay on the day immediately before and on the day immediately after the holiday.

The statutory holidays granted with pay are New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day and one other holiday to be selected by the deputy head from among the remaining holidays observed in

the area. In addition to these, the Minister of the department concerned may give two holidays with pay in accordance with the practice of private employers in similar work in the locality.

Vacation Leave

An employee is entitled to the following vacation leave credits for each month during which he is continuously employed: for each of the first 12 months, one-twelfth of the number of hours in his standard work-week (defined for this purpose as the work-week in effect on the last day of the month); for each of the next 12 months, one-eighth of the number of hours in his standard work-week; for each subsequent month until 25 years' service has been completed, one-sixth; and for each month after the completion of 25 years' service, one-quarter of the number of hours in the standard work-week.

In determining credits, an employee's total past employment in the Public Service may be counted unless there was a break of more than three months in his service or unless he resigned or was discharged. In such cases, only service beginning immedately after re-employment may be counted.

A new provision permits the past service of employees employed on a seasonal basis to be considered as continuous service for leave purposes if the seasons of employment were consecutive, commencing with the second season.

An employee absent without leave for a period of one complete working day longer than the vacation leave credits accumulated on the day before the absence began will be considered to have voluntarily resigned on the first day of absence unless the reason for absence was beyond the employee's control and is acceptable to the deputy head. If the employee is deemed to have resigned, he will be considered to be initially employed on the day he returns to work.

Vacation leave credits cannot be carried over from one fiscal year to another unless the deputy head has been unable to grant leave in the fiscal year or the employee has at the end of the year been working for less than six months. In these cases, the leave credits do not expire until the end of the following fiscal year.

Provision is made for the granting of a gratuity in lieu of vacation leave credit in the case of employees whose employment is terminated before they have completed six months of service. A change in wording provides for payment of two per cent of the total normal pay during the period of employment, and not, as before, two per cent of the total normal pay for work performed during the period of employment. In the earlier provision, therefore, wages paid for statutory holidays not worked were not considered in computing vacation pay.

Special Leave

Special leave with pay for three consecutive working days or less may be granted after six months' service under certain circumstances such as death in the family, jury duty or medical examination with a view to enrolment in the Armed Forces. For the purposes of special leave a seasonal employee is deemed to be continuously employed for the periods during which he worked, if he has been employed for consecutive seasons beginning with the second season.

Sick Leave

Sick leave credits accrue to an employee at the rate of one-eighth of the number of hours in his standard work-week for each month of continuous employment. Formerly, they were calculated at the rate of three-quarters of a day for each month. Sick leave may be granted only on the production of satisfactory evidence of inability to work, as indicated by a written declaration in form CSC-263 for an absence of three days or less or, for a longer absence, a doctor's certificate in form NH & W-500 submitted within seven working days after the beginning of absence.

Sick leave credits of seasonal employees may be carried forward to ensuing seasons of employment.

The first day of absence from work through illness is without pay. A day for sick leave purposes is now a period of 24 hours, not a calendar day. This allows for illness beginning during the working day.

The earlier regulations established by P.C. 6190 of December 6, 1949, as amended, were revoked by P.C. 1953-1966 of December 7, 1953, gazetted January 13.

Alberta Apprenticeship Act

Regulations have been issued under the Alberta Apprenticeship Act for the trade of welding, which was designated as a trade under the Act in 1953 (L.G., Sept. 1953, p. 1343).

The trade is defined as the joining together or cutting apart of metals in the molten state without the use of pressure or blows. Any person 16 years of age or over is eligible to become an apprentice. Every apprentice must have at least a

Grade VIII education or an equivalent approved by the Provincial Apprenticeship Board.

The term of apprenticeship is four years, including a three-month probationary period. A reduction in the term may be made by the Board, on the recommendation of the local advisory committee, in cases where a person satisfies the Board by the production of a certificate issued by an approved technical or vocational school that he has specialized in a course or courses applicable to the trade or where a person has had experience in the trade. After September 1, 1954, however, such a reduction for previous experience will not be possible, except for any time during which the person has been indentured under the Apprenticeship Act, unless special authorization is given by the Board.

One apprentice to each journeyman is the ratio permitted in the trade, but a person engaged as a helper at December 31, 1953, may register as an apprentice without counting on the quota and may receive a reduction in the term of apprenticeship, provided that he enters into a contract of apprenticeship before September 1, 1954.

In addition to receiving the practical instruction and training in all branches of the trade which an employer is required to provide, the apprentice must attend technical classes as prescribed by the Board.

The working day and week of the apprentice are to be the same as those of the journeyman. Minimum wage rates are the following percentages of the prevailing wages of a journeyman: 55 per cent in the first year; 60 per cent in the second; 70 in the third; 80 in the first six months of the fourth year; and 90 in the second six months. All increases are automatic unless the apprentice fails to qualify for an annual certificate of progress, in which case the employer may apply to the Board to withhold the increase until the certificate is obtained.

To qualify for an annual certificate of progress or a final certificate of qualification as a journeyman, an apprentice must pass the prescribed trade tests and trade examinations and receive a satisfactory report from his employer or the trade school. If no report is received from the employer, satisfactory progress will be presumed.

The regulations were approved by O.C. 1730-53 on December 14 and became effective on publication in the *Alberta Gazette* of December 31. The provisions of the regulations are to be considered a part of any contract of apprenticeship made before December 31.

Alberta Workmen's Compensation Act

Grain Elevators

The regulations governing the construction, operation and maintenance of machinery and equipment in grain elevators, grain annexes, flour and feed mills and seed-cleaning plants which were issued a year ago under the Factories Act (L.G., March 1953, p. 586) have also been issued as safety regulations under the Workmen's Compensation Act, effective from January 1, 1954. The former regulation (No. 17, January 31, 1933) is rescinded.

A few provisions, not in the regulations under the Factories Act, have been added. These require a railway car to be inspected before being loaded with grain to ensure that the car is empty and free from obstructions capable of interfering with unloading operations with power scoops. Obstructions, including protruding nails, must be removed unless their removal would injure the structure of the car, in which case a notice indicating their location must be prominently displayed on the wall of the car.

Portable grain loaders using an auger for conveying grain must have an approved type of metal guard over the inlet and discharge opening of the loader which will prevent a workman getting his hand into the auger. Revolving drive shafts operating portable grain loaders must be completely guarded.

Mining of and Prospecting for Uranium

The mining of uranium and prospecting for uranium where the overburden is removed by other means than the use of hand tools or where diamond drilling is carried on have been declared industries under the Workmen's Compensation Act of Alberta. Notice of the addition to Schedule 1 of the Act was gazetted December 31.

British Columbia Electrical Energy Inspection Act

The rules and provisions of Part I of the Canadian Electrical Code of the Canadian Standards Association, which was revised in 1953, were adopted, with variations, as regulations under the British Columbia Electrical Energy Inspection Act. Part I of an earlier edition of the Code was similarly adopted in 1947. The new regulations adopting the Code, approved by Order in Council 2785 on December 16,

were gazetted December 24 and became effective February 15. Part I of the Code contains essential requirements and minimum standards governing electrical installations for buildings, structures and premises.

British Columbia Industrial Conciliation and Arbitration Act

New regulations governing the procedure of the Labour Relations Board (British Columbia) were made on November 20 and gazetted December 17. The only significant change from the earlier regulations is that certain powers of the Board are now delegated to the Chairman, including the power to appoint conciliation officers and chairmen of conciliation boards in cases where the chairman has been agreed on by the other two members; to give consent to withdrawal of applications made to the Board; to arrange for the taking of strike votes and authorized representation votes; and to prepare the annual report required by the Act. Delegation of these powers to the Chairman is a result of the Board recently being reconstituted and placed on a part-time rather than a full-time basis. The Board consists of five members and is equally representative of trade unions and employers' associations. The Chairman is the only permanent and full-time member.

The regulations deal, as before, with applications to the Board for certification of a bargaining agent, for the appointment of a conciliation officer, for consent to a prosecution under the Act and with applications to the Board to vary or revoke an order or decision. The forms for the application for certification and for the application for a conciliation officer are set out in a schedule. These when completed are to be sent in duplicate to the Board.

When an application for certification is made, two up-to-date copies of the constitution and by-laws of the labour organization must be filed with the Board. If the application is for a bargaining unit whose jurisdiction is not as wide as that of the labour organization, it must be accompanied by a statement, signed by the person signing the application for certification, showing why the bargaining unit should be less than the union's jurisdiction. In order to determine what is the bargaining unit and whether or not a majority of the employees in it are members of the applicant labour organization, the employer's payroll for the date of the declaration verifying the application must be used unless the Board directs that some other payroll is to be used instead.

When an application for certification is accepted, the Registrar must seek information from the employer of the persons in the bargaining unit, from labour organizations which are certified or have applied for certification as bargaining agents for the same unit, or for a larger unit including the unit applied for or any part of it, and from other persons as the Board may direct. These persons or organizations must be allowed at least seven days after receiving notice of the application to submit any comments which they consider have a bearing on the matter of the certification of the applicant. Application in writing may be made to the Board for permission to withdraw the application for certification by the person who made the declaration verifying the application or by the president or secretary of the labour organization which sought to be certified. The Board may allow the application to be withdrawn if the application for certification has been sufficiently identified.

The regulations forbid investigators, when investigating applications for certification, to disclose to an employer which of his employees are members of the labour organization or to disclose to the labour organization the names of employees who are or who are not members of that organization.

An application for the appointment of a conciliation officer, which may be made after the parties have negotiated for a collective agreement for at least 10 days, must be accompanied by two copies of the agreement which the applicant has proposed to the other party and such information as the Board may require. Before appointing a conciliation officer, the Board may make enquiries as it deems necessary.

An application for the Board's consent to prosecute must state the nature and particulars of the offence and the charge it is proposed to lay. The person making the application must also supply any further information which the Board may require.

A person directly affected by a decision or order of the Board may apply in writing to the Board to vary or revoke its decision within 30 days after the date of the publication of the order. The applicant must set out particulars of the matter to which exception is taken and the reasons for seeking a variation or revocation of the order. The regulations declare that an application for revocation of a Board order will not operate as a stay of proceedings but that, when an application for stay is made, the Board, after notifying and

hearing all persons directly affected, will grant a stay if it considers that that should be done.

British Columbia Male and Female Minimum Wage Acts

A revision of Order 4 covering the cook and bunk-house occupation in unorganized territory in British Columbia raises the minimum wage from 50 to 80 cents an hour and makes provision for a weekly rest period of 32 hours. Where the rest periods cannot be taken once a week, the accumulated rest periods must be taken in full within a three-month period or paid for at overtime rates.

"Cook and bunk-house occupation" includes the work of cooks, dish-washers, waiters, bunk-house and recreation-room attendants and others employed in a similar capacity. The order does not apply to employees employed in a supervisory, managerial or confidential capacity nor to employees covered by the order for the geophysical exploration industry. It applies only in unorganized territory, i.e., territory without municipal organization.

Where the weekly rest period of 32 consecutive hours is not practicable, rest periods will accumulate on the basis of one day for every six days worked and are to be taken in full at least once every three consecutive calendar months. Where this is not possible and the employee has worked more than 572 hours in the three months, he must receive instead a minimum wage of time and one-half his regular rate of pay for all hours worked in excess of 572 hours in that period.

If an employee's service is terminated at a time when he has accumulated rest periods to his credit and he has not worked more than 572 hours during the three calendar months, the minimum wage which he must receive to compensate for the unused rest periods is time and one-half his regular rate of pay for all hours in excess of an average 44-hour week determined on the basis of the period of employment during which the rest periods have accumulated.

In exceptional cases where the employer and his employees or their representatives make application in writing proposing conditions which are not inferior to those in the order, the Board of Industrial Relations may vary the rest period provisions set out above.

As previously, the order specifies that no deductions are to be made from employees' wages for accidental breakages. There is no longer a requirement for the posting of shift schedules but posting of the order continues to be required. Wages must be paid at least semi-monthly and a record kept of wages and hours.

The revised order, made on December 18, 1953, and gazetted January 14, came into effect March 1.

Ontario Apprenticeship Act

General Regulations

New general regulations under the Ontario Apprenticeship Act were approved December 17 and gazetted January 2 (O. Reg. 226/53). They replace the former general regulations consolidated in 1944 (O. Reg. 11/44). Provisions concerning the contract of apprenticeship, wage rates, examinations, certificates of apprenticeship and certificates of qualification have been added and are now the same for all designated trades.

A person may not become an apprentice in a trade designated in Schedule A or Schedule B of the Act unless he holds a high school entrance certificate or has Grade VIII standing or equivalent educational qualifications. At present the designated trades in Schedule A include those of bricklayer, carpenter, electrician, mason, motor vehicle repairer, painter and decorator, plasterer, plumber, sheet metal worker, steamfitter and worker in servicing and installing air-conditioning or refrigerating equipment; in Schedule B, the trades of barber and hairdresser.

The employer of an apprentice is required to provide the apprentice with the course of training prescribed in the regulations for his designated trade, and the apprentice must complete the training. If the employer cannot provide the apprentice with work, they must immediately notify the Director of Apprenticeship. The apprentice must also attend all full-time day-classes and part-time night-classes prescribed for his trade. During his apprenticeship period every apprentice must complete a minimum of 32 weeks each year of on-the-job and class training.

Forms are now set out in the regulations for the contract of apprenticeship and for the transfer of a contract to another employer in cases where the first employer is unable to fulfil the terms of the contract. The contract must state the designated trade in which the apprentice is to be trained and set out the period of apprenticeship.

The apprentice who signs the contract undertakes to serve his employer faithfully, to obey all lawful orders given him by the employer or person delegated to supervise the apprentice's work and training, to furnish satisfactory reasons for any absence

from his employment, and to use to the best of his ability the facilities provided for technical instruction.

The employer undertakes to receive the apprentice into his service for the specified period of apprenticeship, to keep him employed so long as work is available for him and not to employ anyone other than a journeyman in the trade while the apprentice is idle, to pay him wages at the rates prescribed in the general regulations, and to train the apprentice in the trade to the best of his ability.

As required by the Act, a contract of apprenticeship must be signed by the apprentice, by his parent or guardian or by a district judge, and by the employer, and must be approved by and registered with the Industry and Labour Board.

The Act requires an apprentice to be at least 16 years old. No contract may be registered unless the apprentice has submitted a birth certificate or, if the Board is satisfied that he is unable to produce one, adequate evidence of birth as prescribed in the vital statistics regulations of Ontario.

The hours of work for an apprentice must be the same as those for a journeyman in the same trade or branch of a trade. Overtime worked by an apprentice does not reduce his apprenticeship period.

Previously, wage rates for apprentices were not set out in the general regulations but in the regulations for each designated trade. The new general regulations now fix wage rates. As before, these are a specified percentage of the wage of a journeyman in the same trade. In the trades designated in Schedule A of the Act an apprentice must receive in his first year 30 per cent of the journeyman's wage, in the second year 40 per cent, in the third 50 per cent, in the fourth 70 per cent, and in the last 80 per cent. An apprentice in the barbering or hairdressing trade must be paid in the first year 40 per cent, in the second 70 per cent, and in the last year 90 per cent of the wage of a journeyman in the trade. These wage rates are the same as those in effect since 1948 under regulations for the barbering and hairdressing trades.

At the end of his term of apprenticeship an apprentice who has completed the prescribed educational classes and the course of training provided by his employer must try an examination, at a time and place designated by the Board. If he is sucessful, he will be issued a certificate of apprenticeship. The form of the certificate is set out in the regulations. If he fails to pass the examination, he may try a further examination at such time and place as the Board may decide.

The regulations also provide for the issuing of certificates of qualification to journeymen in a designated trade. Where the regulations for a particular designated trade require all workers other than apprentices or probationary employees to hold a current certificate of qualification, the employment of persons who have not complied with this requirement is prohibited. The holder of a certificate of qualification must keep it posted in a conspicuous place in the shop where he works, or, if this is not possible, must carry it on his person.

A person who holds an apprenticeship certificate or a current certificate of qualification in the trade issued by another province will be issued a certificate of qualification without examination, upon payment of the $1 fee. Any other applicant for a certificate must give evidence that he has been continuously engaged in the trade for a period not shorter than the prescribed apprenticeship period and must pass an examination. He must pay a $2 fee for the examination in addition to the $1 fee for a certificate.

A certificate of qualification expires on the date prescribed in the regulations for the trade, and may be renewed annually upon application to the Director and payment of $1. If a person fails to renew his certificate for three consecutive years, he must pass an examination, unless the Board is satisfied that his failure to renew was owing to illness or some other cause beyond his control.

A certificate of qualification may be suspended or cancelled by the Board, after a hearing, for a violation of the Act or regulations. Before holding a hearing, the Board must notify the holder by registered mail of the details of the alleged violation and the nature of the evidence in support of it, and of the date, time and place for the hearing, to be held not sooner than seven clear days after the notice was sent. The holder of the certificate may be represented at the hearing by counsel or by an agent. If he fails to attend the hearing, the hearing may proceed and a decision may be made in his absence. If the Board decides to suspend a certificate of qualification, the period of suspension may not be longer than 30 days.

If a person loses his certificate of qualification, he may obtain a duplicate by submitting to the Board a statutory declaration accounting for the loss and paying a $1 fee.

Every employer and self-employed person engaged in a designated trade in which a certificate of qualification may be issued must register with the Board on the prescribed form.

Any certificate of qualification previously issued under the Act or any of the trade regulations and in force immediately before the new regulations came into effect is deemed to be issued under these regulations and may be renewed under them from time to time.

Motor Vehicle Repair Trade

New regulations for the motor vehicle repair trade (O. Reg. 227/53) were approved December 17 and gazetted January 2, replacing the former regulations (O. Reg. 55/44). Amendments to these regulations were approved January 7 and gazetted January 23 (O. Reg. 41/54).

The trade is now composed of four branches instead of three, and the operations performed by a worker in each branch are listed in greater detail than before. The four branches of the trade, lettered A. B, C and D, are the trades of motor mechanic, body repairer, electrical and fuel system repairer and metal-worker. Previously, there were three branches: mechanical, body repair, and specialized service which included any special service established in the trade and approved by the provincial advisory committee.

As before, the regulations do not apply to persons who merely supply motor vehicles with gasoline, oil, water or air, change oil or lubricate motor vehicles, sell and install motor vehicle accessories, supply anti-freeze, replace hose, fan-belts, bulbs, lenses or fuses, clean or replace spark-plugs, install or re-charge batteries, wash or polish motor vehicles, or supply any other similar or minor services to motor vehicles.

A person entering into a contract of apprenticeship must be a minor at least 16 years of age. The former regulations stated that every person between the ages of 16 and 21 years entering the trade must enter into a contract of apprenticeship.

The term of apprenticeship is five years in Branch A, B or C (motor mechanic, body repairer, electrical and fuel system repairer) and three years in Branch D (metal-worker), including the probationary period of three months provided for by the Act. If the apprentice holds a secondary school graduation diploma of the industrial course in auto-mechanics, his term of apprenticeship in Branch A, B or C will be reduced to three years.

As before, one apprentice may be employed in a shop where there is one journeyman engaged in the same branch of the trade and there may be one additional apprentice for every additional five journeymen.

The courses of training which an employer must provide for his apprentices in each of the four branches of the trade are now set out in a schedule to the regulations. Every apprentice must complete at least 1,280 hours of such training each year. The courses of study to be followed by apprentices in full-time day-classes are those prescribed in the regulations for the Provincial Institute of Trades approved under the Vocational Education Act in 1952 (O. Reg. 327/52).

Apprentices in the trade must try examinations in the last year of their apprenticeship period to test their knowledge of and skill in the prescribed subjects. Similar examinations are given for certificates of qualification, which are compulsory for all workers in the trade except registered apprentices and persons employed during a probationary period. A certificate of qualification expires on October 31 each year and may be renewed annually upon payment of a fee as prescribed in the general regulations.

Several provisions contained in the former regulations have been omitted because they are now included in the general regulations. For apprentices in the motor vehicle repair trade, wage rates are now higher for the fourth and fifth years of apprenticeship than they were before, 70 per cent and 80 per cent, respectively, of the journeyman's wage instead of 60 per cent and 70 per cent.

Other Trade Regulations

Amendments to the trade regulations for the building trades (O. Reg. 228/53) and for barbering and hairdressing (O. Reg. 229/53 and O. Reg. 230/53) repeal certain sections which are no longer necessary because of the additions to the general regulations and name the members of the provincial advisory committees for these trades. The committees are appointed annually.

The amendments were approved on December 17 and gazetted January 2.

Ontario Highway Traffic Act

At the 1953 session of the Ontario Legislature the minimum age for motor vehicle operators, including chauffeurs, was raised from 15 to 16. The new age limit went into effect on January 1, 1954.

Amendments to the general regulations under the Highway Traffic Act, made by O. Reg. 232/53 on December 17, gazetted January 2, place certain restrictions on the

granting of licences to persons between 16 and 17 years of age. When such a person applies for a licence, or a learner's permit, he must file a consent signed by both parents or, if he is not living with both parents, by one parent or his guardian. If he is applying for an operator's licence, he must also file with his application the certificates required from all persons applying for a chauffeur's licence, i.e., a certificate attesting to his physical fitness, ability to drive and knowledge of the rules of the road furnished by the examiner of the municipality in which he resides and a certificate of character furnished by the clerk, chief constable or magistrate of the municipality. Before the minimum age was raised, these restrictions were placed on persons between 15 and 16 years of age who applied for an operator's licence or learner's permit. Formerly, such a person was also required to obtain the consent of the registered owner of every vehicle which he would be operating.

Saskatchewan Mines Regulation Act

When the regulations under the Mines Regulation Act were revised last spring (L.G., Aug. 1953, p. 1186) the provisions fixing a minimum age for employment were omitted. An amendment to the regulations made by O.C. 2537/53 on December 1 gazetted December 12, re-enacts the former provision prohibiting the employment of boys under 16 at the surface of a mine (other than a coal mine) or in a metallurgical works and under 18 years below ground in a mine or at the working face of an open cut working pit or quarry. The amendment also prohibits the employment of women or girls in or about a mine except in a technical, clerical or domestic capacity.

In coal mines, the minimum age of 16 fixed by the Factories Act for industrial employment has applied to employment both above and below ground since coal mines were added to the Schedule to the Act in 1947.

Saskatchewan Public Health Act

New plumbing and drainage regulations, replacing all earlier regulations, were issued under the Public Health Act by O.C. 4/54 on January 5, gazetted January 16. The regulations are similar to those recently made in Alberta and apply to all plumbing installations, including alterations and additions.

The regulations require a permit to be obtained before any plumbing is begun, set out detailed standards with respect to plumbing and drainage systems and require inspection and testing of all completed work.

A permit is required before any person may construct, reconstruct, replace, alter or extend any part of a plumbing system. Applications for permits are to be made by plumbing contractors on a prescribed form and accompanied by specifications of the work to be performed and by the required fee. Permits will be issued only to a journeyman plumber who has a certificate of qualification issued by the Department of Labour or a person or firm employing one or more qualified plumbers, if the plumbing is to be done in an urban municipality having a sewerage system in operation or under construction. In other urban municipalities, a permit may be issued to a person whose qualifications are acceptable to the medical health officer or the Minister of Public Health. A homeowner in a municipality with no public sewerage system may obtain a permit for work on his own home. Anyone required by municipal by-law or provincial regulations to be in possession of a certificate of qualification must produce it at the request of persons authorized to enforce the regulations.

All construction, repair, renovation or alteration of plumbing must conform to the regulations. Where the plumbing system in an existing building is altered or repaired, necessary deviations from the regulations will be permitted provided that they conform to the intent of the regulations and receive the written approval of the plumbing inspector.

Plumbing inspectors responsible for enforcing the regulations are to be appointed by the council of every urban municipality which has a public sewerage system. In health regions, established under the provisions of the Health Services Act, the municipal council may arrange with the medical health officer for inspection services. The plumbing contractor must notify the inspector when any plumbing work is completed and ready for inspection. If the plumbing is not in accordance with the regulations, the contractor must make the necessary alterations and have the work again inspected, If, on inspection, the inspector finds that the existing plumbing is defective he may require the owner to make the necessary repairs. When the inspection and testing have been satisfactorily completed, a certificate of approval must be issued to the owner and, on request, to the plumbing contractor.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 999, December 3, 1953

Held: *That a woman, who had been laid off from her employment and who a few weeks later and while in her third month of pregnancy was turned down for a job in her usual occupation because of that fact, had nevertheless proved that she was available for work within the meaning of the Act.*

Material Facts of Case—The claimant, married, 26 years of age, filed a renewal application for unemployment insurance benefit on May 26, 1953, and stated therein that she had been temporarily employed as a stenographer by a wholesale grocer at a salary of $45 a week from May 11, 1953, to May 25, 1953. The claim was allowed.

On July 3, 1953, the local office of the Unemployment Insurance Commission notified her of an offer of permanent employment in her home town as a stenographer with a colonization association at a salary of $175 a month, which was above the prevailing rate of pay in the district for that type of work.

She duly reported to the prospective place of employment but was not hired for the job. In her comments to the local office, she stated that the prospective employer apparently came to the conclusion that she was not suitable for the position because she had revealed to him that she was pregnant.

On July 13, 1953, she submitted a medical certificate which was to the effect that she would be confined in January 1954, and that because of a previous miscarriage she had been advised to take it easy.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for a period of six weeks as from July 13, 1953, because she had, without good cause, failed to accept a situation in suitable employment within the meaning of Section 40(1)(a) of the Act and for an indefinite period as from the aforementioned date because she had not proved that she was available for work within the meaning of Section 27(1)(b) of the Act.

From the decisions of the insurance officer the claimant appealed to a court of referees, stating that she had not refused to accept the employment but had, in fairness to the prospective employer, informed him of her pregnant condition; that had the job been offered to her she would have accepted it and that as it was apparent that the medical certificate had been misinterpreted by the insurance officer as to her capability and availability for work she was submitting a further certificate. The latter medical certificate, which was dated July 20, 1953, read to the effect that the claimant was capable of performing light duties such as stenography but that she should not do heavy work which entailed lifting, running, etc.

The court of referees, after considering all the circumstances of the case and the principle laid down in CU-B 766, unanimously decided (1) to lift the six-weeks disqualification imposed under Section 40(1)(a) of the Act on the ground that the claimant had not refused to accept the employment notified to her and (2) to maintain the indefinite disqualification imposed under Section 27(1)(b) of the Act because it was hardly conceivable that an employer would engage an expectant mother as a stenographer for two reasons, firstly, on account of her condition and, secondly, because she would have to leave her employment within a comparatively short period of time.

From the court of referees' decision relative to her non-availability for work, the claimant applied to the chairman of the court for leave to appeal to the Umpire. Leave to appeal was granted so as to obtain a ruling from the Umpire "as to whether or not, where the claimant's condition is not obvious by her appearance but where she informs the prospective employer of her pregnant condition and the latter because of such knowledge refuses to hire her she thereby so restricts her sphere of employment as to render herself not available for work (Reference made to CU-B 819)."

Conclusions—The circumstances of the cases dealt with in decisions CU-Bs 776 and 819 are different from those of the present one.

In CU-B 766 the claimant, during the lengthy period that she collected unemployment insurance benefit, did not declare to the local office that she was pregnant nor that she had given birth to a child.

In CU-B 819 the claimant had voluntarily left her employment while pregnant and her obvious "condition" made it impossible to place her in employment.

In the present case the claimant was laid off from temporary employment and as she was in the early stage of pregnancy her condition was not obvious. It is true that she did not succeed in obtaining the employment to which she was referred because she told the prospective employer that she was pregnant but the evidence indicates that she was not trying to "sell herself short," if I may use that expression, but was being quite honest with him. In fact, according to a notation made by a member of the local office on Form UIC 557, which is among the submissions on file, the employer confirmed the claimant's statement that she had not refused to accept the employment in question.

While I quite realize that the claimant's chances of obtaining employment were lessened by her "condition" I do not consider that, at that stage of her pregnancy, she should have been considered as not being available for work within the meaning of the Act. To maintain the decision of the court of referees would be tantamount to establishing a rule that a pregnant woman, irrespective of the stage of her pregnancy, the reason of her unemployment or the fact that she is genuinely in the labour field, could no longer collect unemployment insurance benefit.

The appeal is allowed.

Decision CU-B 1000, December 3, 1953

Held: *That a retired railway employee who, after having been unemployed for nearly eight months, refused to apply for a job as a janitor at a high school situated at a distance of about 52 miles from the small village where he resided had not established good cause within the meaning of Section 40(1)(a) of the Act and had failed to prove that he was available for work within the meaning of Section 27(1)(b) of the Act.*

Material Facts of Case—The claimant, married, 65 years of age, who resides in A, a small village in Alberta, worked there as a machinist's helper for a large railway company from 1919 to October 16, 1952, when he was retired on account of his age. At the time of separation his rate of pay was $250 a month.

On November 6, 1952, he filed an initial claim for unemployment insurance benefit, which was allowed.

On June 9, 1953, the local office of the Unemployment Insurance Commission notified the claimant of an offer of permanent employment as a janitor at a high school in B, a distance of about 52 miles from A, at a wage of $160 a month. The hours of work were eight a day commencing in the afternoon and he would have been required to live in B. He refused to apply for the employment on the grounds that to leave his home in A would cause him considerable hardship and that he had no experience in janitor work.

The insurance officer disqualified the claimant from receipt of benefit for a period of six weeks because he had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40(1)(a) of the Act and for an indefinite period because he was not available for work within the meaning of Section 27(1)(b) in that he was unwilling to leave A, where there were few if any opportunities of employment for him.

From the decisions of the insurance officer, the claimant appealed to a court of referees which, after having heard a representative of his union on July 3, 1953, by a majority finding disallowed the appeal.

From the decision of the court of referees, the claimant's union appealed to the Umpire.

Conclusions—After having carefully studied the evidence on file, I find myself unable to disagree with the majority decision of the court of referees.

It must be remembered that the object of the Unemployment Insurance Act is to provide benefit to insured persons who are available for and actively seeking work, but who are unable to find any. It was never contemplated by the legislator that the unemployment insurance fund should be used to supplement the pension of persons who are retired and are no longer in the labour field.

In the present case, not only did the claimant object to taking employment in (B) but he also expressed his unwillingness to accept janitor work which under the circumstances of his case was, I feel, quite suitable.

At that time he had been unemployed for nearly eight months and it does not appear that he had any immediate prospects of finding work either in or around

(A). No doubt, it would have caused him considerable hardship to leave the small village where he has lived most of his life and where his wife owns a 40-acre farm on which they reside. However, this was a personal matter and since it was quite clear that he stood little chance of obtaining work in (A), he was expected, in the eyes of the law, to so adjust his domestic circumstances as to be able to meet the exigencies of the labour field. Although personal matters are always given due consideration in analysing the merits of a case they carry little weight when the period of unemployment has been a long one.

For these reasons, the appeal is dismissed.

Monthly Report on Operation of the Unemployment Insurance Act

During December, statistics* show, 292,236 benefit claims were filed In November, number was 188,881 and in December 1952 it was 215,848

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during December a total of 292,236 initial and renewal claims for unemployment insurance benefit were filed in local offices across Canada. In November, the total was 188,881 and in December of the previous year, 215,848.

Ordinary and supplementary benefit claimants on the live unemployment insurance register on December 31 numbered 391,033 (325,286 males and 65,747 females), compared with 278,646 (230,613 males and 48,033 females) on December 31, 1952. On November 30, ordinary claimants numbered 238,516 (188,023 males and 50,493 females). Comparison of the ordinary claimants shows an increase of some 56 per cent on December 31 over November 30.

On December 31, there were an additional 60,468 registers in the live file, of which 35,459 were categorized as short-time and 25,009 as temporary lay-off, concentrated chiefly in the provinces of Quebec, Ontario and British Columbia. On December 31, 1952, claimants in these categories totalled 12,913 and 12,254 respectively.

A total of 246,157 initial and renewal claims was adjudicated during December, entitlement to benefit being granted in 196,087 cases. Of those not entitled to benefit, 37,265 were initial claims on which a benefit year was not established. Disqualifications were imposed in 17,786 cases (including 4,981 on revised and supplementary benefit claims), the chief reasons for disqualification being: "voluntarily left employment without just cause" 6,262 cases; "not unemployed" 3,687 cases; and "not capable of and not available for work" 1,484 cases.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Persons commencing benefit on initial and renewal claims, totalling 161,723, increased during December by 71 per cent, over the November total of 94,642. During December, 1952, a total of 120,101 persons commenced the receipt of benefit.

During December, $16,882,107 was paid in respect of 5,413,801 days (including 49,978 disability days), compared with $10,172,035 for 3,337,519 days (including 39,801 disability days) during November and $10,926,557 for 3,586,600 days during December 1952.

Benefit payments amounting to $4,025,980 as compensation for 1,281,406 days (including 9,984 disability days) were made to 218,323 beneficiaries during the week December 26-January 1, in comparison with 177,711 beneficiaries who were paid $3,118,704 as compensation for 1,008,634 days (including 10,720 disability days) during the week November 28-December 4. For the

*See Tables E-1 to E-7 at end of book.

week December 27, 1952-January 2, 1953, 164,159 beneficiaries received $2,928,266 as compensation for 944,244 unemployed days.

The average daily rate of benefit for the week December 26-January 1 was $3.14, in comparison with $3.09 for the week November 28-December 4. For the same week a year ago, the average daily rate of benefit was $3.10.

Supplementary Benefit

Within the framework of the Unemployment Insurance Act provision is made for the payment of supplementary benefit to certain classes of claimants whose contributions while in insurable employment are insufficient to enable them to qualify for regular benefit. While this benefit is payable only for the period January 1 to April 15 inclusive, initial claims filed on or after December 1 and on which a benefit year is not established are immediately considered for supplementary benefit. Thus, while it is not possible for a claimant to draw supplementary benefit during December, he may establish his right to it and serve his non-compensable and waiting days during the month. Under the provisions at present applicable, two classes of claimants are eligible for supplementary benefit: (1) those who had a benefit year terminated since March 31, 1953; (2) those who since March 31, 1953, contributed at least 90 days while employed in insurable employment. A third class comprises those who have been employed in an employment that became insurable during the 12 months immediately preceding their claim; since no extension of coverage was made within the past 12 months, this class is inoperative.

In order to qualify for supplementary benefit, applicants must comply with all the provisions of the Unemployment Insurance Act and Regulations, except the contribution requirements.

The daily rate of benefit is approximately 80 per cent of that otherwise payable under the Act.

The duration of supplementary benefit authorized for claimants in Class 1 is equal to the number of days authorized on the benefit year terminated since March 31, 1953; for those in Class 2, it is determined by the days contributed since March 31, 1953. The duration authorized, however, shall in no case exceed the number of days between the date of filing the claim or between January 1 and April 15, inclusive, whichever period is the less.

During December a total of 27,823 initial and 18 renewal claims were considered for supplementary benefit, compared with 20,682 in December, 1952. Of 27,831 claims disposed of, 18,245 were entitled to benefit and 9,578 were not entitled.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December show that insurance books or contribution cards have been issued to 4,447,036 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At December 31, employers registered numbered 254,972, an increase of 1,093 during the month.

Women's Role in U.S. Labour Force to be Investigated by University

Women's role in the labour force of the United States is to be investigated by the National Manpower Council of Columbia University's Graduate School of Business. The Council decided to make the investigation because it felt the widely-held concept that women comprise a subsidiary labour force in time of emergency needs to be re-assessed. With 19,000,000 women already at work out of a total labour force of 60,000,000, the concept of women as a labour reserve must be substantially modified, the Council contends.

Netherlands Seeks to Determine Effect of Making Women's Pay Equal to Men's

To determine the effect on the country's industry of a rise in women's wages to the level of men's, the Netherlands Government is now surveying the country's wage structure.

At the present time, except in the Dutch Civil Service, where it is a long-established tradition, equal pay for equal work is not common in the country.

It has been estimated that introduction of the equal-pay principle in the Dutch textile industry would raise that industry's wage level by 33⅓ per cent.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 79 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 65 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded during January for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited.....	4	$ 177,307.88
Defence Production (December Report).....	194	1,262,478.00
Post Office	19	266,884.83
Public Works	1	5,421.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during January

During January the sum of $379.67 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 34 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

The Pas Man: W C Wells Construction Co Ltd, construction of dyking along the Carrot River; J S Quinn Construction Co Ltd, construction of dyking along the Carrot River. *Near The Pas Man:* Benjamin Bros, construction of bridge over Salt Channel Diversion into Carrot River, etc (Pasquia Area). *Near Spring Coulee Alta:* R T Davis Construction, construction of bungalows—St Mary Dam Headquarters.

Central Mortgage and Housing Corporation

Fort Erie Ont: Zeller's Contracting Co Ltd, construction of rental housing units. *Uplands Ont:* Alex I Garvock Ltd, construction of school.

Defence Construction (1951) Limited

Dartmouth N S: Mardo Construction Co Ltd, construction of garage. *Greenwood N S:* Canadian Comstock Co Ltd, construction of new area primary step down sub-station, RCAF Station. *Halifax N S:* Eastern Woodworkers Ltd, construction of barrack block No 1, Garrison Barracks. *Camp Gagetown N B:* International Water Supply Ltd, construction of gravel-packed water wells; H Marchessault & Fils, Ltd, clearing & burning of training areas. *Bagotville P Q:* Foster Wheeler Ltd, installation of bituminous coal fired steam generating unit, etc, RCAF Station. *Casey P Q:* Canadian Erectors Ltd, erection of vertical steel tanks, RCAF Station; International Water Supply Ltd, construction of well & installation of standby gasoline power unit, No 6 test location. *Longue Pointe P Q:* C J Dryden Co Ltd, installation of fire protection system, stage 1. *Val D'Or P Q:* La Societe D'Entreprises General Ltee, installation of remaining component parts of bulk fuel storage installation, RCAF Station; La Societe D'Entreprises General Ltee, construction of automatic VHF/DF bldg including power lines. *Camp Borden Ont:* A Stroud Ltd, connecting up of boiler & supply & installation of auxiliary equipment. *Centralia Ont:* Frank Kling, installation of water & sewer services to unit transmitter & receiver sites. *Edgar Ont:* Pigott Construction Co Ltd, *supports for telephone room, RCAF Station. *Lakeview Ont:* Donovan Construction Co of Canada, revision to electrical system of warehouse No 1. *London Ont:* Keillor Construction Co Ltd, grading of streets & installation of water & sewer system. *North Bay Ont:* Foster Wheeler Ltd, installation of bituminous coal fired steam generating unit, etc, RCAF Station. *Winnipeg Man:* Malcom Construction Co Ltd, construction of gate house & electrical switching station. *Moose Jaw Sask:* Bird Construction Co Ltd, construction of firing range. *Saskatoon Sask:* W C Wells Construction Co Ltd, construction of VHF/DF bldg. *Namao Alta:* Pigott Construction (Alberta) Ltd, installation of remaining component parts of bulk fuel storage installation, RCAF Station. *Penhold Alta:* Foster Wheeler Ltd, installation of lignite coal fired steam generating unit, RCAF Station. *Comox B C:* International Water Supply Ltd, development of wells, RCAF Station. *Slims River Y T:* Burns & Dutton Concrete & Construction Co Ltd & Mannix Ltd, placement of select rock fill for approaches, etc, NWHS.

Building and Maintenance

Bagotville P Q: Cresswell-Pomeroy Ltd, supply & installation of fly screens at RCAF Station. *Barriefield, Camp Borden, Picton, Ont:* Mortemp Co of Canada Ltd, *conversion of Mortemp chimney furnaces from pot-type vaporizing oil burners to high pressure gun-type oil burners, permanent married quarters. *Petawawa Camp Ont:* J W Havelin, interior painting of married quarters. *Sault Ste Marie Ont:* L R Brown & Co Ltd, construction of concrete floor in gun shed at armoury.

National Harbours Board

Quebec Harbour P Q: Louis Donolo Inc, construction of car dumper foundations, dumper house, feed conveyor tunnel, etc. *Port Colborne Ont:* Port Colborne Iron Works Ltd, repairs to marine legs at grain elevator.

Department of Public Works

St John's Nfld: Colonial Construction Co Ltd, interior painting of bldg 18, Buckmaster's Field. *Dartmouth N S:* Standard Construction Co Ltd, alterations & improvements, public bldg. *Kentville N S:* L R Lovelace, improved heating, public bldg. *Bathurst N B:* Northern Machine Works Ltd, *renewals & repairs to dredge "PWD No 4"; Northern Machine Works Ltd, *dismantling, mantling, etc, pontoons pertaining to dredge "PWD No 21" also launching of coal scow & motor boat. *Carleton P Q:* Andre Lacroix, wharf repairs & improvements. *Cross Point P Q:* J Romeo Allard, wharf widening. *Gaspe P Q:* Peninsula Construction Co Ltd, construction of public bldg. *Lachine P Q:* Argon Electric Welding Co, *construction of steel hull to replace that of dredge "PWD No 17". *Longueuil P Q:* P Baillargeon Ltee, remedial work (additional 191 feet). *Fort Frances Ont:* Maffey Steel Boats Ltd, *construction & delivery of one 65 ft bunkhouse barge for dredge "PWD No 251". *Ottawa Ont:* J R Statham, installation of doors on bins & shelving, Canadian Bank Note Bldg; A Lanctot Construction Co, construction of steel stack, Langevin Block; Ross-Meagher Ltd, construction of mezzanines, Connaught Bldg; W O Pickthorne & Son Ltd, electrical alterations, etc, Victoria Memorial Museum; *Edmonton Alta:* Standard Iron & Engineering Works Ltd, *construction & supply of bow sections for dredge "PWD No 252". *Alert Bay B C:* Horie-Latimer Construction Co Ltd, seaplane landing. *Fort St James B C:* Interior Contracting Co Ltd, wharf extension & floats. *Port Alberni B C:* Vancouver Pile Driving & Contracting Co Ltd, extensions to assembly wharf. *Sointula (Rough Bay) B C:* William Williams, breakwater & float repairs. *Steveston B C:* Coast Quarries Ltd, construction of breakwater.

Department of Transport

Casey P Q: North Shore Construction Co Ltd, airport lighting facilities, McCarthy Airport. *Dorval P Q:* Benjamin G Church Ltd, construction of warehouse, Montreal Airport. *Lake Eon P Q:* Tower Co Ltd, construction of radio beacon station. *Ottawa Ont:* J E Copeland Co Ltd, alterations & additions to terminal bldg at airport; McLaughlin Bros Contractors Ltd, rehabilitation of sewage system in domestic terminal area, airport. *Port Weller & Thorold:* Craftsmen Painting Contractors Ltd, painting of lock gates, Welland Ship Canal. *Fort McMurray Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of dormitory, dwellings & related work. *Coral Harbour N W T:* Tower Co Ltd, prefabrication & erection of rawinsonde bldg & hydrogen generator bldg.

Scottish Firm Plans Child Centre So Mothers Can Come to Work

As part of a drive to recruit women workers to the jute industry, a new type of child welfare centre is to be inaugurated in Scotland early this year. To attract mothers with young children into employment, a Dundee jute firm is to invite them to bring their school children, aged between five and nine, to work with them at 7.30 in the morning.

The firm will give the children breakfast and see that they arrive neat and tidy at school at 9 a.m. After school they will be collected and taken back to the centre for tea. Mothers will collect their children when they finish work at 5.30 p.m.

Dundee Education Committee has given its backing to the new establishment, which will be in the charge of an experienced matron and trained nurses. It is intended that it should operate during the school holidays also. The firm estimates that the centre will increase its staff by at least 35 trained workers.

Working Conditions, April 1953, of Sales Staff in Retail Trade

Close to half the retail sales clerks in stores surveyed worked 40 hours or less a week. Proportion on five-day week was 42 per cent

Retail sales clerks have benefited from the trend towards shorter hours of work, the five-day week, and other improvements in working conditions that has characterized most sections of Canadian industry during the post-war years. Close to half the sales workers in stores surveyed in April 1953 by the Economics and Research Branch, Department of Labour, worked 40 hours or less per week. The proportion on a five-day week rose from 13 to 42 per cent between 1949 and 1953.

These and other facts in regard to working conditions in retail trade are brought out by surveys conducted by the Branch in October of 1949, 1950 and 1951, and in April 1953. The number of employees in the establishments covered by these surveys were as follows:—

1949	103,000
1950	110,000
1951	112,500
1953	115,000

For the most part, this survey is confined to establishments having 15 or more employees. It includes both chain and independent stores. For purposes of the present article a breakdown has been made between food, department and general merchandise, and establishments selling hardware, apparel, furniture, etc.

The retail industry includes large numbers of women workers. About 55 per cent of the employees in the department stores surveyed were women. On the other hand, in the food division of the industry, which includes milk delivery workers as well as grocery store employees, the proportion was only about 20 per cent. In retail trade as a whole, 47 per cent of the workers included in the survey were women.

Labour Organization—Comparatively few sales clerks are members of labour unions. At the end of 1952 the Economics and Research Branch had record of collective agreements covering 31,500 workers in retail trade (including 8,100 workers covered by the Quebec Collective Agreement Act). Many of these workers, however, were not sales clerks but warehousemen, etc. On the other hand, an additional number of sales clerks would be members of unions which have not succeeded in negotiating collective agreements.

Hours of Work—The work schedules of retail sales clerks are, of course, influenced by the policies of stores as to the hours during which they will remain open to the public. During the post-war years there has been considerable experimentation by retail stores with policies of staying open for five, five and a half, or six days a week.

However, even of the stores that remain open six days a week, many are able to provide a five-day week for their employees by a system of giving days off on a "staggered" basis.

An examination of the proportions of employees on the five-day week shows that 42 per cent of the workers in all types of retail trade have this work schedule. In food, the proportion is 60 per cent, in department stores and general merchandising establishments 50 per cent, while in that part of the trade which retails hardware, footwear, apparel, furniture, etc., slightly less than 19 per cent have the five-day week.

An analysis of the length of the standard work week shows that in the period from 1949 to 1953 (Table 3) a gradual increase took place in the proportion of workers on a work-week of 40 hours or less: in 1949, 30 per cent of the employees were on this work schedule, while by 1953 this percentage had increased to 46. In the same period there was a moderate decrease in the proportion of workers whose weekly schedule of hours is 48 or more: in 1949, 22 per cent of the employees covered worked these hours; the following year this proportion dropped to just over 16 per cent and it remained fairly constant through April 1953.

An examination of the standard hours of the various types of retail establishments, as shown in Table 2, shows that in department stores and general merchandising establishments (this division covers 49,300 employees or 43 per cent of the total number covered by the 1953 survey), almost 86 per cent of the non-office employees are on weekly work schedules of 40 hours or less. In food, about 85 per cent of the 29,000 workers covered have weekly schedules of more than 40 hours. In the group of stores that includes hardware, footwear, apparel, furniture, etc., 84 per cent of the employees normally work more than 40 hours per week. The most commonly found standard work-week in this division is 48 hours, being worked by 28 per cent of the 35,000 employees covered.

Table 1 contains information on standard weekly hours of employees in retail trade in some of the larger cities. It will be noted that large groups of employees in the western cities have work weeks of 40 hours or less. On the other hand, only Toronto and Halifax of the eastern centres surveyed show a preponderance of employees on these shorter schedules. Vancouver and Toronto were the only cities with a high proportion of sales clerks on a five-day week.

Vacations with Pay—Practically all sales workers included in the survey receive at least one week's vacation with pay. Almost half (46·2 per cent) are in fact eligible for a two-week vacation after their first year of service; most of the remainder become eligible for a two-week vacation at the end of their second year. The conditions under which these two-week vacations are granted remained practically unchanged between 1950 and 1953.

The proportion of workers who may become eligible for paid vacations of three weeks after varying lengths of service increased from 47 per cent in 1950 to 58 per cent in 1953. While the most common period of service required for eligibility for vacations of this length was, in 1953, still 30 years, there was a noticeable increase in the proportion of workers becoming eligible for three-week vacations after 15 years of service.

Provision for four-week vacations has recently become fairly common in retail trade, particularly in department stores, but usually only after extended periods of service, 40 years being the period most frequently indicated. In 1950, only 12 per cent of retail trade employees were in establishments in which they might eventually become eligible for vacations of four weeks. In 1953, 36·6 per cent of employees were in establishments which offered such vacation periods to employees with long service records. Department stores were most generous in this regard, 76 per cent of their employees being in establishments which had provision for four-week vacations for their long-term employees.

TABLE 1.—STANDARD WEEKLY HOURS OF NON-OFFICE EMPLOYEES IN RETAIL TRADE, BY CITIES, APRIL 1, 1953

City (1)	Number of Employees	Percentage of Employees on a Normal Work Week of:									Percentage of Employees on a 5 Day Week
		Under 37½ Hours	37½ Hours	Over 37½ and Under 40 Hours	40 Hours	Over 40 and Under 44 Hours	44 Hours	Over 44 and Under 48 Hours	48 Hours	Over 48 Hours	
Halifax	2,752	.....	·6	7·1	49·3	10·8	4·4	8·4	10·9	8·5	50·0
Saint John	938	.....	.....	.....	5·3	4·9	22·8	32·8	17·7	16·5	5·3
Quebec	2,216	.....	·1	.....	.....	3·6	2·1	52·3	18·2	23·7	4·9
Montreal	16,589	·1	1·7	1·0	34·8	1·5	3·9	23·8	22·0	11·2	43·2
Ottawa	4,431	.....	·1	4·9	24·9	24·6	3·5	14·0	25·9	2·1	44·2
Toronto	29,552	·4	1·3	.....	66·4	1·8	6·5	16·8	5·5	1·3	71·9
Hamilton	3,526	1·2	·7	2·7	28·3	15·2	4·5	27·0	19·4	1·0	43·9
Sudbury	680	.....	.....	.....	2·4	19·7	17·2	26·6	34·1	.....	17·8
London	2,162	.....	.....	2·6	29·6	15·3	17·0	24·2	11·3	.....	45·5
Windsor	1,540	.....	.....	9·0	22·8	2·7	4·9	36·4	24·2	.....	48·3
Fort William—Port Arthur	835	.....	1·1	.....	26·1	36·4	10·8	3·9	21·7	.....	3·4
Winnipeg	9,148	.....	·1	57·1	12·6	3·1	21·1	3·3	2·6	·1	8·6
Regina	2,588	.....	·1	10·5	52·4	9·3	27·7	.....	.....	.....	52·6
Saskatoon	892	.....	.....	31·1	12·6	4·1	52·2	.....	.....	.....	5·3
Edmonton	3,522	.....	.....	31·2	29·6	·9	32·9	4·8	·6	.....	19·5
Calgary	2,170	.....	.....	31·8	34·4	5·6	26·3	·5	1·4	.....	22·6
Vancouver	7,884	1·1	19·8	3·3	42·4	5·4	28·0	.....	.....	.....	72·3
Victoria	1,465	.....	40·4	3·8	7·0	2·3	46·5	.....	.....	.....	4·8

(1) Data for greater areas are included in the case of larger cities.

Paid Statutory Holidays*—Most of the sales employees covered by the survey (about 90 per cent) receive at least seven paid holidays. The proportion of employees receiving nine or more paid statutory holidays per year (nine being the most commonly reported number) increased between 1949 and 1953 from 53 per cent to 57 per cent. Since it is common practice for practically all retail establishments in any given city to observe a similar, if not identical, number of holidays, the variations by type of merchandise handled, shown in Table 2, may be due to varying proportions of the different groups from city to city rather than varying trade practices within any given city. Statistics of the number of statutory holidays broken down by city and by trade are not available. It should be noted, however, that in department

*For this survey, statutory holidays were defined as those days on which an establishment is closed because of federal, provincial or municipal holidays or regularly observed religious festivals.

TABLE 2.—STANDARD WEEKLY HOURS, VACATIONS WITH PAY AND PAID STATUTORY HOLIDAYS FOR NON-OFFICE EMPLOYEES IN RETAIL TRADE, BY SUB-DIVISIONS, APRIL 1, 1953

—	Percentage of Non-Office Employees			
	Total [1] Retail Trade	Food	Department Stores and General Merchandise	Hardware, Footwear, Apparel, Furniture, etc.
Standard Weekly Hours				
Under 37½	·2	.....	.....	·7
37½	2·6	.....	3·7	3·1
Over 37½ and Under 40	7·9	.....	16·1	3·3
40	34·8	14·8	65·9	9·0
Over 40 and Under 44	7·2	·5	8·4	11·2
44	13·6	21·9	2·2	20·9
Over 44 and Under 48	17·6	44·4	2·9	16·9
48	11·9	11·1	·6	28·0
Over 48	4·2	7·3	·2	6·9
On a 5-day week	42·4	59·7	50·2	18·6
Vacations with Pay				
Employees in establishments providing at least one week with pay	99·7	99·9	99·9	99·2
Employees in establishments reporting one week with pay				
After: 1 year or less	86·8	84·7	91·6	83·7
Service not specified	1·6	3·3	·1	2·0
Employees in establishments reporting two weeks with pay	97·1	96·5	99·8	93·8
After: 1 year or less	46·2	56·8	22·0	69·5
2 years	41·1	25·2	75·0	8·9
5 years	4·5	5·2	2·0	7·2
Other periods	5·3	9·3	·8	8·2
Employees in establishments reporting three weeks with pay	58·3	53·1	68·9	47·6
After: 5 years	8·8	·1	.....	28·2
15 years	12·0	28·8	5·7	6·8
20 years	6·2	14·4	5·2	1·1
25 years	7·8	8·1	5·9	8·5
30 years	21·9	·1	51·6	.....
Other periods	1·6	1·6	·5	3·0
Employees in establishments reporting four weeks with pay	36·6	·2	75·8	13·6
After: 25 years	13·8	.....	22·5	13·4
Other periods	22·8	·2	53·3	·2
Employees in establishments reporting other vacation periods	·9	1·4	·9	·4
Paid Statutory Holidays				
Employees in establishments providing paid statutory holidays	97·5	98·7	100·0	94·4
Employees in establishments where the following number of statutory holidays are paid for:				
Less than 3	2·7	8·4	.....	1·8
3 to 5	3·5	12·2	.....	1·5
6	2·0	3·1	·1	3·9
7	6·8	2·9	2·9	14·9
8	25·8	32·9	17·9	31·1
9	42·6	25·7	66·6	24·1
10	4·9	4·0	4·3	6·6
11	3·6	5·6	3·0	2·9
More than 11	5·6	3·9	5·2	7·6

[1] Includes other small divisions of retail trade not shown separately (e.g. motor vehicle sales outlets, drug stores, etc.)

stores practically all of the employees are granted at least eight statutory holidays, while in the other two divisions shown in Table 2 the holiday provisions appear to be somewhat less liberal.

Overtime—More than 90 per cent of the employees in retail establishments which took part in this survey were reported as being in establishments providing premium pay for work done after regular, daily or weekly hours. By far the most common rate for such work was time and one-half. In retail trade in general, three-quarters of the employees were paid time and one-half for such work; in food 84 per cent received these rates, in department stores 92 per cent, and in other establishments 42 per cent. Of those not on time and one-half for overtime, the great majority received straight-time.

About 40 per cent of the employees were in establishments which reported the payment of premium rates for work done on Saturdays or other sixth day. In this type of overtime the predominant rate was again time and one-half.

Sick Leave—In 1953, approximately two-thirds of the employees covered in this survey were in establishments which reported having sick leave policies. More than 90 per cent of the non-office employees in departmental and general merchandising

TABLE 3.—STANDARD WEEKLY HOURS, VACATIONS WITH PAY AND PAID STATUTORY HOLIDAYS FOR NON OFFICE EMPLOYEES IN RETAIL TRADE, 1949-53

	Percentage of Non-Office Employees			
	April 1 1953	October 1 1951	October 1 1950	October 1 1949
Standard Weekly Hours				
Under 37½	·2	·7	·5	·3
37½	2·6	2·3	2·4	2·3
Over 37½ and Under 40	7·9	8·2	8·3	8·5
40	34·8	30·8	23·0	19·0
Over 40 and Under 44	7·2	10·0	18·8	21·0
44	13·6	17·8	17·0	17·4
Over 44 and Under 48	17·6	14·0	13·4	9·7
48	11·9	10·1	10·5	16·2
Over 48	4·2	6·1	6·1	5·6
On a 5 day Week	42·4	31·8	21·6	12·9
Vacations With Pay[1]				
Employees in establishments reporting at least one week with pay	99·7	99·8	99·8	
Employees in establishments reporting one week with pay	86·8	85·8	87·2	
After: 1 year or less	1·6	1·1	·7	
Service not specified				
Employees in establishments reporting two weeks with pay	97·1	95·7	95·9	
After: 1 year or less	46·2	46·5	46·6	
2 years	41·1	39·2	39·3	
5 years	4·5	4·4	5·1	
Other periods	5·3	5·6	4·9	
Employees in establishments reporting three weeks with pay	58·3	59·1	46·7	
After: 5 years	8·8	10·5	6·5	
15 years	12·0	5·4	3·6	
20 years	6·2	11·3	3·5	
25 years	7·8	5·3	9·5	
30 years	21·9	23·3	22·2	
Other periods	1·6	3·3	1·4	
Employees in establishments reporting four weeks with pay	36·6	22·9	12·0	
After: 25 years	13·8	13·1	11·9	
Other Periods	22·8	9·8	·1	
Employees in establishments reporting other vacation periods	·9	5·3	·1	
Paid Statutory Holidays				
Employees in establishments providing paid statutory holidays	97·5	95·7	95·9	95·9
Employees in establishments where the following number of statutory holidays are paid for				
Less than 3	2·7	3·3	6·0	5·4
3 to 5	3·5	4·3	2·4	1·9
6	2·0	2·2	2·6	2·7
7	6·8	5·7	6·5	10·2
8	25·8	22·8	29·8	23·2
9	42·6	42·1	35·6	32·2
10	4·9	4·7	5·5	5·3
11	3·6	2·7	2·5	8·4
More than 11	5·6	7·9	5·0	6·6

(1) Comparable information on vacations with pay not available for 1949.

establishments were in establishments which reported that they had such policies. In the group including hardware, footwear, apparel and furniture stores, the comparative proportion was 60 per cent, while in the food group it was 36 per cent. Information as to the extent of sick leave and the conditions under which it is granted is not available from this survey. Information available from other sources has shown, however, that sick leave plans vary greatly in both these respects.

Pensions—Establishments employing approximately 69 per cent of the non-office employees covered by the survey of working conditions in retail trade in April 1953 reported having pension plans. In the departmental stores covered, 79 per cent of the workers were in establishments reporting such plans. The comparable proportion for the food division was 68 per cent and for hardware, footwear, apparel, furniture, etc., it was 55 per cent.

Prices and the Cost of Living*

Consumer Price Index, February 1, 1954

The consumer price index remained unchanged between January 2 and February 1, the first time in almost four years that no change occurred during a month. The index on both dates stood at 115·7. During January small increases and decreases counterbalanced each other.

The last time no change occurred during a month was in April 1950.

Two of the five group indexes were unchanged, two increased approximately 0·1 per cent and one declined by the same amount. Prices were higher for coffee, pork, hospital rates, soap and taxi fares, lower for some clothing items, appliances, furniture, textiles and automobile tires.

The food series moved from 111·6 to 111·7 with small scattered decreases outweighing higher prices for a number of items, particularly coffee and pork products.

The clothing index declined fractionally from 110·1 to 110·0, reflecting slightly lower prices for several items of men's and women's wear.

The household operation component remained stationary at 117·5, with small decreases in appliances, furniture and textiles balancing advances in other sub-group sections.

The shelter index was likewise unchanged at 125·4 as slight declines in the repairs and replacement components of home-ownership were cancelled by an increase of 0·1 per cent in the rent index.

Other commodities and services changed from 116·4 to 116·5 following increases in hospital room rates, soap and taxi fares, which proved more important than lower quotations for automobile tires.

The index one year earlier (February 2, 1953) was 115·5. Group indexes on that date were: food 112·7, shelter 122·5, clothing 109·6, household operation 116·6, and other commodities and services 116·7.

City Consumer Price Indexes, January 2, 1954

Six of the ten regional consumer price indexes declined between December 1 and January 2, while two advanced and two were unchanged. Total index movements did not exceed 0·2 per cent in any city as mixed changes were recorded in the main group indexes.

Among foods, decreases in eggs predominated, while small declines were also recorded for oranges, orange juice and canned tomatoes. Most meats and fresh vegetables were fractionally higher. As a result of these offsetting changes food indexes were lower in eight cities, higher in Winnipeg and unchanged in Montreal.

Shelter indexes advanced in all but three cities, reflecting continued gains in rents. Clothing prices were generally stable as indexes were unchanged in seven cities and slightly lower in three. Household operation series moved up in seven of the ten regional centres mainly as a result of general increases in household cleaning supplies. Fuel and lighting prices were unchanged except for slight increases in coal in Ottawa and Saint John, while small scattered changes occurred in home furnishings. Other commodities and services were generally firmer, reflecting slight increases for drugs and personal cleaning supplies. Advances in newspaper rates were registered in St. John's and Calgary.

Regional consumer price index point changes between December 1 and January 2 were as follows: Ottawa—0·2 to 115·3, St. John's —0·1 to 102·6†; Saint John —0·1 to 115·4; Saskatoon-Regina —0·1 to

*See Tables F-1 to F-6 at end of book.

†Index on base June 1951=100.

113·2; Edmonton-Calgary —0·1 to 114·4; Vancouver —0·1 to 116·2; Winnipeg +0·2 to 114·9; Toronto +0·1 to 117·7. Halifax and Montreal remained unchanged at 113·2 and 116·7 respectively.

Wholesale Prices, January 1954

Between mid-December and mid-January the general wholesale price index (on the base 1935-39 equals 100), compiled by the Dominion Bureau of Statistics, advanced 0·4 per cent from 219·0 to 219·8. Increases and decreases were equally distributed in number among the eight major groups, with the indexes for animal products and vegetable products recording the most substantial gains.

In the animal products group, increases for livestock, fresh and cured meats, fishery products, cheese and tallow were mainly responsible for an advance of 2·5 per cent, which brought the January index to 245·0 from 239·1. Hides, fowl and eggs were the only animal product sub-groups to show declines.

Vegetable products rose 1·8 per cent from 197·7 to 201·3, as sharp gains in coffee and cocoa prices combined with lesser increases in feeds, grains, fruits, tobacco, onions and potatoes to outweigh decreases in raw rubber, flour and soya bean oil.

The chemicals products index was 0·7 per cent above the December level at 175·4 against 174·2 as higher prices for soap and dyeing materials were stronger than decreases in formaldehyde, wood alcohol, glycerine and copper sulphate.

Seasonal increases in sand, gravel and crushed stone slightly more than offset a small decline in United States anthracite coal to increase the non-metallics index 0·1 per cent to 179·3.

The largest percentage change for any group was a decrease of 2·7 per cent for iron and its products. Lower prices for scrap iron and steel, wire nails, most rolling-mill products, wire and tinplate moved the index from 222·0 in December to 216·1 in January, the lowest point for this series since October 1951.

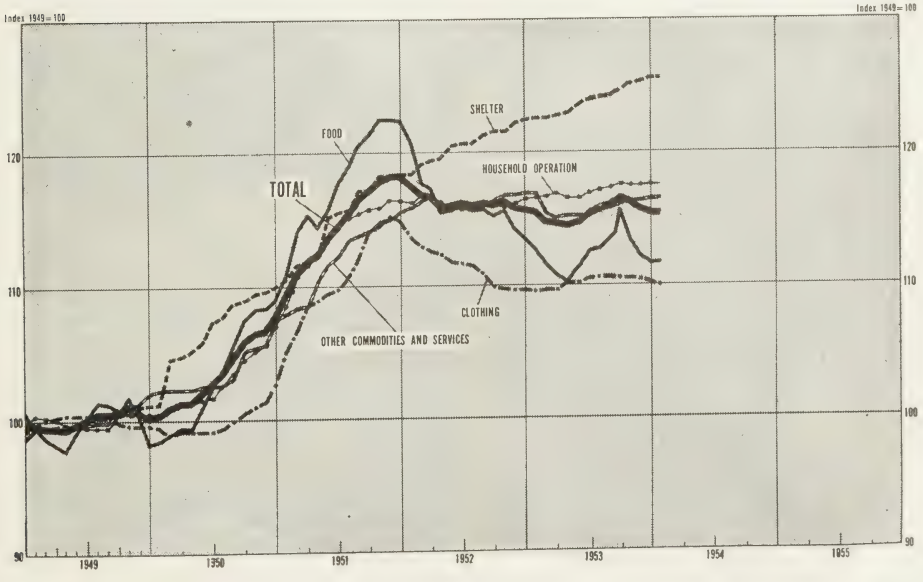
The fibres and textile products group edged down 0·3 per cent from 235·3 to 234·5 as declines in cotton fabrics, wool cloth, worsted yarns and raw wool outbalanced increases in raw cotton and woollen knit goods.

Non-ferrous metals at 165·6 in January was 0·3 per cent below the December level largely in response to lower prices for lead and zinc.

Wood products moved down 0·2 per cent to 284·5, reflecting decreases for spruce and hemlock lumber, and cedar shingles.

Canadian farm product prices at terminal markets advanced 1·3 per cent to 209·4 in mid-January. Animal products moved up 1·8 per cent to 266·3 as increases in calves, hogs and lambs in both eastern and western markets were reinforced by small

CONSUMER PRICE INDEX FROM JANUARY 1949



increases in eastern milk for cheese manufacture and eastern eggs; raw wool and western eggs recorded declines. Moderate advances in all sub-groups raised the field products index 0·4 per cent to 152·5.

Residential building materials prices eased 0·3 per cent from 278·2 in December to 277·3 in January, decreases for certain lumber descriptions and wire nails proving of more importance than seasonal increases in sand and gravel. Non-residential building materials prices, based on 1949 equals 100, also declined 0·3 per cent from 123·6 to 123·2, reflecting lower prices for wire nails, metal windows and other steel items, as well as for some descriptions of lumber.

Strikes and Lockouts

Canada, January 1954*

Only six new work stoppages resulting from labour-management disputes occurred during January 1954. However, the time lost during the month was much greater than average for the time of year, as 18 disputes were carried over from 1953. Of these, stoppages in the gold and copper mining industry in northern Ontario and Quebec involved some 5,589 workers at 11 mines in January and caused 78 per cent of the total idleness during the month.

Settlement was reached at three mines during January and at two early in February; stoppages causing substantial idleness in the lumber industry in interior British Columbia were terminated at the end of January; and the dispute of paper mill workers at Beauharnois and Crabtree Mills, Que., was settled shortly after the first of the year.

Wages and related benefits were the central issues in 20 of the 24 stoppages in existence during January 1954, causing 96 per cent of the total idleness. Of the other disputes, one arose over reduced hours, one over a union question, one over lay-off of workers, and one over employment of particular persons.

Preliminary figures for January 1954 show 24 strikes and lockouts in existence, involving 10,619 workers, with a time loss of 156,969 man-working days, compared with 25 strikes and lockouts in December 1953, with 11,257 workers involved and a loss of 264,745 days. In January 1953, there were 14 strikes and lockouts, 2,136 workers involved and a loss of 31,050 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in January 1954 was 0·19 per cent of the estimated working time; December 1953, 0·32 per cent; and January 1953, 0·04 per cent.

Of the 24 disputes during January 1954, one was settled in favour of the workers, one in favour of the employer, 10 were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month 10 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in the footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in November 1953 was 189 and 13 were still in progress from the previous month, making a total of 202 during the month. In all stoppages of work in progress 39,300 workers were involved and a time loss of 93,000 working days caused.

Of the 189 disputes leading to stoppages of work which began in November, 12, directly involving 15,600 workers, arose over

*See Tables G-1 and G-2 at end of book.

demands for advances in wages, and 68, directly involving 10,100 workers, over other wage questions; two, directly involving 200 workers, over questions as to working hours; 28, directly involving 4,800 workers, over questions respecting the employment of particular classes or persons; 74, directly involving 4,500 workers, over other questions respecting working arrangements; one, directly involving 100 workers, over questions of trade union principle; and four, directly involving 400 workers, were in support of workers involved in other disputes.

New Zealand

The *Monthly Abstract of Statistics* of New Zealand reported a total of 21 industrial disputes resulting in work stoppages during the third quarter of 1953, involving 5,666 workers, with a time loss of 5,165 working days.

Publications Recently Received in Labour Department Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended December 12, 1953			Week Ended November 21, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional polulation	10,115	5,040	5,075	10,107	5,037	5,070
A. Civilian labour force	5,275	4,082	1,193	5,316	4,123	1,193
Persons at work	4,972	3,818	1,154	5,036	3,880	1,156
35 hours or more	4,550	3,567	983	4,714	3,707	1,007
Less than 35 hours	422	251	171	322	173	149
Usually work 35 hours or more	236	181	55	128	100	28
(a) laid off for part of the week	13	10	*	11	*	*
(b) on short time	52	41	11	49	37	12
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	30	30	*	*	*	*
(f) illness	25	19	*	30	22	*
(g) industrial dispute	*	*	*	*	*	*
(h) vacation	15	*	*	*	*	*
(i) other	94	68	26	18	15	*
Usually work less than 35 hours	186	70	116	194	73	121
Persons with jobs not at work	113	91	22	129	107	22
Usually work 35 hours or more	110	89	21	125	104	21
(a) laid off for full week	25	20	*	26	22	*
(b) bad weather	*	*	*	*	*	*
(c) illness	52	41	11	58	47	11
(d) industrial dispute	*	*	*	*	*	*
(e) vacation	*	*	*	22	18	*
(f) other	12	10	*	10	*	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work [1]	190	173	17	151	136	15
B. Persons not in the labour force	4,840	958	3,882	4,791	914	3,877
(a) permanently unable or too old to work	174	116	58	170	114	56
(b) keeping house	3,386	*	3,383	3,383	*	3,379
(c) going to school	663	354	309	662	349	313
(d) retired or voluntarily idle	599	472	127	560	438	122
(e) other	18	13	*	16	*	*

[1] Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week ended Dec. 12, 1953			Week ended Nov. 21, 1953		
	Total	Seeking Full Time Work	Seeking Part Time Work	Total	Seeking Full Time Work	Seeking Part Time Work
Total looking for work	205	181	24	167	150	17
Without jobs	190	170	20	151	137	14
Under 1 month	80	.....	.....	71	.....	.....
1 – 3 months	82	.....	.....	55	.....	.....
4— 6 months	19	.....	.....	16	.....	.....
7 –12 months	*	.....	.....	*	.....	.....
13 –18 months	*	.....	.....	*	.....	.....
19— and over	*	.....	.....	*	.....	.....
Worked	15	11	*	16	13	*
1—14 hours	*	*	*	*	*	*
15—34 hours	10	*	*	10	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED DECEMBER 12, 1953

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,275	97	398	1,546	1,912	900	422
Agricultural	769	*	40	188	210	314	16
Non-Agricultural	4,506	96	358	1,358	1,702	586	406
Males	4,082	81	318	1,171	1,450	736	326
Agricultural	748	*	39	186	202	306	14
Non-Agricultural	3,334	80	279	985	1,248	430	312
Females	1,193	16	80	375	462	164	96
Agricultural	21	*	*	*	*	*	*
Non-Agricultural	1,172	16	79	373	454	156	94
All ages	5,275	97	398	1,546	1,912	900	422
14—19 years	510	12	40	195	157	77	29
20—24 years	703	15	47	237	242	116	46
25—44 years	2,463	46	182	719	892	419	205
45—64 years	1,394	21	109	360	532	248	124
65 years and over	205	*	20	35	89	40	18
Persons with Jobs							
All status groups	5,085	89	368	1,477	1,865	881	405
Males	3,909	73	289	1,111	1,408	718	310
Females	1,176	16	79	366	457	163	95
Agricultural	762	*	38	187	208	312	16
Non-Agricultural	4,323	88	330	1,290	1,657	569	389
Paid Workers	3,895	72	280	1,158	1,520	517	348
Males	2,819	58	211	821	1,095	372	262
Females	1,076	14	69	337	425	145	86
Persons Without Jobs and Seeking Work							
Both sexes	190	*	30	69	47	19	17
Persons not in the Labour Force							
Both sexes	4,840	143	453	1,304	1,564	924	452
Males	958	43	99	234	267	203	112
Females	3,882	100	354	1,070	1,297	721	340

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1953—Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1953—Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
[1] 1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	70	270	52	208	178	28	806
1952—Average	76	299	62	230	197	31	895
1951—May	66	266	52	205	177	28	794
June	72	273	55	211	179	28	818
July	71	273	55	212	179	30	820
August	72	277	60	214	180	29	832
September	76	282	61	217	182	29	847
October	81	280	60	219	188	30	858
November	83	280	60	223	191	30	867
December	81	286	52	222	188	29	858
1952—January	79	279	49	215	188	29	839
February	80	284	47	216	193	29	849
March	74	290	48	218	193	29	852
April	63	291	53	222	193	30	852
May	69	292	60	227	197	30	875
June	71	292	61	231	200	30	885
July	71	294	70	234	201	31	901
August	78	304	75	234	197	31	919
September	80	312	74	236	198	31	931
October	82	314	77	239	202	32	946
November	83	318	75	242	202	32	952
December	76	322	62	245	205	32	942
1953—January	71	317	58	247*	203	32	928
February	69	322	56	235	207	31	920
March	61	325	57	236	213	32	924
April	61	326	63	253*	213	33	949
May	69	328	72	249	219	32	969
June	75	328	72	253	218	33	979
July	77	325	76	255	219	34	986
August	80	328	81	256	215	33	993
September	81	333	82	258	224	34	1,012
October	78	328	83	259	227	34	1,009
November	77	324	76	258	227	33	995

[1] Includes Newfoundland, since 1949. * Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,558,103.

Year and Month	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	95·7	.....	93·3	92·1	104·3	97·8	94·7	93·6	97·2	88·1	97·1
1948—Average	99·7	.....	102·6	99·6	105·2	101·1	98·9	97·2	99·5	93·7	101·3
1949—Average	100·0	.....	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1950—Average	101·5	.....	110·3	95·6	102·6	100·5	102·7	100·8	100·8	104·5	100·8
1951—Average	108·8	111·7	112·6	100·3	109·0	109·2	110·4	103·9	106·0	112·4	106·1
1952—Average	111·6	130·2	123·2	104·0	109·5	113·4	112·0	106·0	111·4	120·8	106·7
Jan. 1, 1952	109·4	112·3	111·6	100·1	115·2	111·3	109·9	103·8	108·9	114·3	104·0
Feb. 1, 1952	107·1	106·8	116·8	101·3	112·5	109·5	108·4	101·4	101·9	111·9	100·3
Mar. 1, 1952	107·6	107·8	102·3	98·5	111·9	109·9	108·3	100·7	101·4	110·9	102·6
Apr. 1, 1952	107·5	112·2	135·9	99·9	116·2	107·8	108·4	101·3	101·6	111·8	105·2
May 1, 1952	107·2	115·0	111·8	98·1	101·1	106·4	108·8	102·5	105·4	114·8	107·5
June 1, 1952	110·3	129·8	122·1	101·7	105·4	110·8	110·7	105·9	113·5	118·7	108·8
July 1, 1952	112·1	133·1	127·0	107·8	107·9	114·9	113·5	107·5	116·2	123·3	95·5
Aug. 1, 1952	114·1	149·5	132·4	107·7	104·0	118·9	113·2	109·6	118·9	128·4	102·6
Sept. 1, 1952	115·2	149·5	133·2	109·9	110·8	116·2	114·6	109·6	117·5	130·5	112·6
Oct. 1, 1952	116·4	151·2	130·8	109·8	112·3	118·0	115·9	109·8	116·2	128·0	115·1
Nov. 1, 1952	116·2	150·0	127·3	107·5	106·9	118·5	115·8	109·5	117·5	128·3	114·4
Dec. 1, 1952	116·1	144·6	126·8	106·0	109·2	118·7	115·9	110·3	117·9	128·5	112·0
Jan. 1, 1953	113·0	132·4	116·7	99·3	107·8	113·8	114·5	106·7	113·5	125·7	106·4
Feb. 1, 1953	110·3	125·3	110·8	101·0	100·6	110·6	113·1	104·0	106·2	121·6	101·0
Mar. 1, 1953	110·0	117·8	103·7	97·9	98·6	109·7	112·9	102·5	105·7	122·7	102·1
Apr. 1, 1953	110·0	122·4	104·0	96·9	96·6	108·3	113·2	102·9	105·7	121·6	104·6
May 1, 1953	110·9	133·6	108·3	97·4	94·8	109·1	113·4	104·8	109·2	123·6	106·5
June 1, 1953	112·4	144·1	118·8	100·7	99·6	111·8	113·7	106·7	115·1	127·7	108·1
July 1, 1953	114·9	154·7	119·6	103·9	100·4	113·7	115·7	109·3	119·7	131·3	111·6
Aug. 1, 1953	115·6	156·6	124·6	104·2	105·4	114·0	115·4	110·5	123·3	135·2	114·2
Sept. 1, 1953	116·6	156·0	124·7	104·0	107·1	115·6	116·5	111·1	123·3	135·6	114·7
Oct. 1, 1953	116·9	157·4	119·8	104·7	102·2	116·2	117·1	110·5	123·9	135·0	114·6
Nov. 1, 1953	115·9	149·8	125·2	103·9	101·9	116·3	116·3	108·7	124·1	132·4	110·2
Dec. 1, 1953	113·9	141·7	121·1	99·9	101·3	114·4	114·8	108·8	122·6	129·7	107·1
Percentage Distribution of Employees of Reporting Establishments at December 1, 1953	100·0	1·7	·2	3·4	2·3	28·8	42·3	5·1	2·5	5·0	8·7

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1947—Average	95·7	80·7	84·2	36.19	97·2	80·4	92·6	36.34
1948—Average	99·7	93·2	93·2	40.06	100·1	92·6	92·5	40.67
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	139·7	126·0	54.13	109·3	140·3	127·6	56.11
Jan. 1, 1952	109·4	128·0	117·4	50.42	104·4	123·2	117·9	51.82
Feb. 1, 1952	107·4	132·7	123·8	53.19	105·3	132·6	125·9	55.35
Mar. 1, 1952	107·6	134·7	125·6	53.95	106·5	135·0	126·7	55.72
Apr. 1, 1952	107·5	135·5	126·4	54.32	107·0	137·7	128·6	56.55
May 1, 1952	107·2	135·2	126·5	54.34	107·3	138·1	128·6	56.55
June 1, 1952	110·3	138·4	125·9	54.08	108·5	138·6	127·6	56.09
July 1, 1952	112·1	140·4	125·6	53.96	108·8	138·6	127·2	55.95
Aug. 1, 1952	114·1	142·7	125·4	53.89	110·3	139·9	126·7	55.70
Sept. 1, 1952	115·2	145·8	127·0	54.55	112·8	144·7	128·2	56.35
Oct. 1, 1952	116·4	148·9	128·3	55.12	114·2	148·3	129·8	57.09
Nov. 1, 1952	116·2	150·1	129·5	55.65	113·6	149·1	131·1	57.65
Dec. 1, 1952	116·1	151·3	130·6	56.12	113·5	151·0	133·0	58.46
Jan. 1, 1953	113·0	141·6	125·3	53.81	111·4	139·1	124·9	54.92
Feb. 1, 1953	110·3	145·6	132·0	56.72	111·9	149·7	133·8	58.82
Mar. 1, 1953	110·0	147·0	133·6	57.40	112·7	151·9	134·8	59.25
Apr. 1, 1953	110·0	146·7	133·4	57.33	112·9	152·6	135·2	59.43
May 1, 1953	110·9	148·2	133·9	57.52	113·1	152·9	135·2	59.43
June 1, 1953	112·4	151·5	134·4	57.72	113·4	154·0	135·2	59.43
July 1, 1953	114·9	154·5	134·0	57.57	114·7	155·0	134·5	59.16
Aug. 1, 1953	115·6	155·3	133·9	57.52	114·4	153·9	134·0	58.93
Sept. 1, 1953	116·6	157·0	134·1	57.61	115·6	155·4	133·8	58.83
Oct. 1, 1953	116·9	158·7	135·3	58.11	115·2	157·1	135·8	59.69
Nov. 1, 1953	115·9	157·4	135·3	58.14	113·1	155·0	136·4	59.98
Dec. 1, 1953	113·9	154·9	135·5	58.19	110·9	153·0	137·3	60.38

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

Area and Industries	Index Numbers (1949 = 100)						Average Weekly Wages and Salaries in dollars		
	Employment			Payrolls					
	Dec. 1 1953	Nov. 1 1953	Dec. 1 1952	Dec. 1 1953	Nov. 1 1953	Dec. 1 1952	Dec. 1 1953	Nov. 1 1953	Dec. 1 1952
(a) Provinces									
Newfoundland	141·7	149·8	144·6	205·9	226·1	205·9	54.60	56.69	53.42
Prince Edward Island	121·1	125·2	126·8	157·5	161·0	156·1	43.84	43.35	41.87
Nova Scotia	99·9	103·9	106·0	131·7	132·6	133·4	49.29	47.71	47.30
New Brunswick	101·3	101·9	109·2	130·8	132·0	134·5	48.80	48.95	47.22
Quebec	114·4	116·3	118·7	154·9	156·4	153·9	55.62	55.26	53.59
Ontario	114·8	116·3	115·9	156·7	158·6	152·0	60.40	60.36	58.36
Manitoba	108·8	108·7	110·3	140·7	141·7	135·4	55.04	55.50	52.41
Saskatchewan	122·6	124·1	117·9	161·8	166·1	145·6	54.71	55.50	51.35
Alberta	129·7	132·4	128·5	174·2	180·3	165·2	59.69	60.47	57.21
British Columbia	107·1	110·2	112·0	152·1	156·7	154·3	64.85	64.94	62.98
CANADA	**113·9**	**115·9**	**116·1**	**154·9**	**157·4**	**151·3**	**58.19**	**58.14**	**56.12**
(b) Metropolitan Areas									
St. John's	120·5	117·8	121·9	158·3	156·3	156·1	42.34	42.77	41.14
Sydney	98·6	97·6	104·5	133·5	124·6	131·4	63.55	59.89	59.01
Halifax	118·0	118·3	122·7	153·4	151·0	153·3	46.29	45.40	44.39
Saint John	100·4	104·3	102·2	127·5	132·7	124·4	45.56	45.66	43.70
Quebec	112·3	113·9	112·6	152·9	152·5	146·6	48.33	47.49	46.65
Sherbrooke	101·0	103·0	106·0	134·6	136·0	140·5	48.08	47.60	47.55
Three Rivers	104·2	103·4	103·7	136·9	136·5	130·1	53.97	54.27	51.64
Drummondville	73·1	83·7	89·5	96·4	108·2	120·8	51.22	50.20	52.56
Montreal	114·9	115·0	116·4	155·8	155·7	150·9	56.63	56.56	54.43
Ottawa—Hull	110·8	110·1	111·6	146·6	147·4	142·7	51.95	52.61	50.10
Peterborough	102·4	101·8	97·7	142·8	142·5	129·8	62.47	62.71	59.51
Oshawa	118·2	153·9	151·0	143·2	192·3	175·5	61.70	63.62	59.23
Niagara Falls	161·3	170·5	162·8	245·4	253·6	239·6	69.40	67.86	66.97
St. Catharines	116·9	118·1	127·5	156·5	159·8	171·7	65.92	66.64	66.56
Toronto	123·4	122·8	119·7	170·2	169·7	157·3	61.07	61.18	58.52
Hamilton	110·7	111·3	112·8	149·3	149·3	149·3	62.55	62.23	61.72
Brantford	79·7	79·8	99·0	103·4	102·8	129·0	58.84	56.51	57.02
Galt	107·5	109·1	110·7	150·0	151·4	149·5	54.86	54.52	53.00
Kitchener	110·9	111·4	108·6	149·9	154·2	144·5	54.95	56.30	54.05
Sudbury	138·9	138·9	132·7	186·3	185·0	172·5	71.80	71.26	69.48
London	114·7	114·9	114·3	155·3	157·5	150·7	54.94	55.61	53.58
Sarnia	119·2	122·3	133·6	181·0	187·0	186·1	73.84	74.31	67.99
Windsor	105·6	104·4	111·1	143·2	138·4	147·5	68.32	66.80	67.36
Sault Ste. Marie	119·5	134·9	138·1	169·6	178·5	175·6	72.35	67.49	64.95
Ft. William—Pt. Arthur	120·2	121·5	121·9	160·4	161·6	159·9	60.10	59.94	59.54
Winnipeg	106·2	104·8	108·9	139·4	138·5	139·3	52.13	52.47	49.91
Regina	119·1	117·5	119·5	159·7	157·9	150·5	51.30	51.36	48.60
Saskatoon	125·6	127·0	120·7	172·8	174·3	156·5	51.34	51.22	48.57
Edmonton	146·8	149·5	145·9	204·0	213·4	198·2	56.61	58.14	55.47
Calgary	134·4	135·3	127·3	182·5	183·8	166·2	57.11	57.15	54.66
Vancouver	103·2	103·5	105·5	141·3	142·6	138·9	59.98	60.36	57.70
Victoria	113·5	109·8	110·7	158·0	151·2	147·1	57.90	57.26	55.88
(c) Industries									
Forestry (chiefly logging)	121·6	125·1	142·6	182·1	178·3	213·1	59.80	56.86	59.35
Mining	105·5	107·8	117·1	147·7	147·5	156·9	71.94	70.30	69.22
Manufacturing	110·9	113·1	113·5	153·0	155·0	151·0	60.38	59.98	58.46
Durable Goods[1]	119·9	122·3	122·9	166·6	168·6	164·8	65.24	64.78	63.26
Non-Durable Goods	103·1	105·2	105·3	139·6	141·5	137·0	55.50	55.18	53.54
Construction	123·0	131·5	129·4	183·7	197·9	180·0	61.83	62.29	59.42
Transportation, storage, communication	111·4	114·2	111·5	142·4	147·3	133·4	61.37	61.92	57.56
Public utility operation	113·3	114·1	109·8	157·7	156·9	148·2	66.55	65.73	64.59
Trade	120·2	116·4	119·3	156·9	153·9	148·9	48.28	48.90	46.06
Finance, insurance and real estate	123·7	123·7	123·3	153·8	153·7	144·8	52.49	52.44	49.73
Service[2]	108·3	109·6	106·4	142·9	143·6	128·4	38.12	37.86	35.41
Industrial composite	113·9	115·9	116·1	154·9	157·4	151·3	58.19	58.14	56.12

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufacturers			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41·6	139·8	58.16	41·3	117·4	48.49
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
Apr. 1, 1952	42·1	129·0	54.31	42·3	139·6	59.05	41·8	116·9	48.86
May 1, 1952	41·9	129·4	54.22	42·1	139·5	58.73	41·6	117·8	49.00
June 1, 1952	41·3	129·7	53.57	41·4	139·6	57.79	41·3	118·4	48.90
July 1, 1952	41·3	128·6	53.11	41·4	138·3	57.26	41·2	117·9	48.57
Aug. 1, 1952	41·1	128·9	52.98	41·1	139·4	57.29	41·1	117·5	48.29
Sept. 1, 1952	41·6	129·5	53.87	41·8	141·2	59.02	41·4	116·8	48.36
Oct. 1, 1952	42·1	129·9	54.69	42·2	141·8	59.84	42·0	117·0	49.14
Nov. 1, 1952	42·1	131·0	55.15	42·1	142·6	60.03	42·1	118·4	49.85
Dec. 1, 1952	42·5	132·1	56.14	42·6	143·6	61·17	42·2	119·3	50.34
*Jan. 1, 1953	38·3	134·0	51.32	38.5	144·5	55.63	38·2	121·8	46.53
Feb. 1, 1953	41·9	134·2	56.23	41·9	145·7	61.05	41·8	120·8	50.49
Mar. 1, 1953	42·1	134·4	56.58	42·4	146·3	62.03	41·7	120·7	50.33
Apr. 1, 1953	42·1	134·9	56.79	42·3	146·7	62.05	41·8	121·3	50.70
May 1, 1953	41·8	135·5	56.64	42·2	146·8	61.95	41·5	122·4	50.80
June 1, 1953	41·7	135·9	56.67	42·1	146·8	61.80	41·3	123·1	50.84
July 1, 1953	41·3	136·2	56.25	41·9	147·0	61.59	40·8	123·5	50.39
Aug. 1, 1953	41·0	136·0	55.76	41·4	147·1	60.90	40·6	123·4	50.10
Sept. 1, 1953	41·0	135·7	55.64	41·3	147·3	60.83	40·8	123·0	50.18
Oct. 1, 1953	41·5	136·6	56.69	41·9	148·5	62.22	41·1	123·7	50.84
Nov. 1, 1953	41·4	137·4	56.88	41·7	148·8	62.05	41·0	124·8	51.17
Dec. 1, 1953	41·3	138·4	57.16	41·8	149·5	62.49	40·8	126·1	51.45

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1953	Nov. 1, 1953	Dec. 1, 1952	Dec. 1, 1953	Nov. 1, 1953	Dec. 1, 1952
Newfoundland	40·5	42·3	43·9	134·8	135·1	126·5
Nova Scotia	41·3	41·2	42·2	121·9	120·2	115·1
New Brunswick	41·9	41·4	43·5	122·4	121·5	114·7
Quebec	42·6	42·8	44·2	125·4	124·1	118·0
Ontario	41·0	41·0	41·8	145·4	144·5	140·2
Manitoba	39·9	40·1	41·3	134·9	132·9	125·5
Saskatchewan	41·1	40·5	42·1	140·9	141·3	132·8
Alberta	41·1	40·9	41·5	143·0	142·4	133·2
British Columbia	38·1	38·4	39·0	167·2	165·5	163·1
Montreal	41·8	42·0	43·0	131·2	130·0	124·1
Toronto	41·0	41·1	41·8	145·2	144·7	138·7
Hamilton	39·9	40·0	40·7	158·1	156·7	155·2
Windsor	40·8	39·9	41·7	169·1	167·0	164·0
Winnipeg	39·5	39·9	40·9	133·0	131·4	123·9
Vancouver	37·7	38·1	38·5	164·0	163·9	158·6

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1 1953	Nov. 1 1953	Dec. 1 1952	Dec. 1 1953	Nov. 1 1953	Dec. 1 1952	Dec. 1 1953	Nov. 1 1953	Dec. 1 1952
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	**43·9**	**43·0**	**44·1**	**157·2**	**155·9**	**151·8**	**69.01**	**67.04**	**66.94**
Metal mining	45·1	44·0	45·5	161·2	160·2	153·0	72.70	70.49	69.62
Gold	46·6	46·2	47·2	134·0	132·6	132·0	62.44	61.26	62.30
Other metal	44·3	42·9	44·5	175·6	174·6	167·0	77.79	74.90	74.32
Fuels	42·1	40·9	41·5	156·9	155·3	155·0	66.05	63.52	64.33
Coal	41·6	39·9	40·6	153·8	151·8	153·1	63.98	60.57	62.16
Oil and natural gas	43·7	44·0	45·0	166·6	165·5	161·6	72.80	72.82	72.72
Non-metal	43·5	43·6	43·3	143·1	141·9	140·1	62.25	61.87	60.66
Manufacturing	**41·3**	**41·4**	**42·5**	**138·4**	**137·4**	**132·1**	**57.16**	**56.88**	**56.14**
Food and beverages	41·7	41·7	42·1	118·4	116·4	112·5	49.37	48.54	47.36
Meat products	40·2	40·5	41·2	147·8	148·9	141·8	59.42	60.30	58.42
Canned and preserved fruits and vegetables	40·0	38·8	37·5	97·6	92·2	94·5	39.04	35.77	35.44
Grain mill products	42·8	42·8	43·8	131·8	131·9	122·4	56.41	56.45	53.61
Bread and other bakery products	43·5	43·6	44·6	105·8	105·8	98·8	46.02	46.13	44.06
Distilled and malt liquors	41·4	40·9	42·0	149·8	150·3	137·8	62.02	61.47	57.88
Tobacco and tobacco products	39·7	40·3	40·7	130·6	136·2	126·6	51.85	54.89	51.53
Rubber products	40·2	41·2	41·4	145·1	143·3	138·2	58.33	59.04	57.21
Leather products	39·2	38·5	41·4	98·4	98·7	94·2	38.57	38.00	39.00
Boots and shoes (except rubber)	38·0	36·7	40·5	94·5	94·8	90·7	35.91	34.79	36.73
Textile products (except clothing)	40·6	40·9	43·7	108·5	108·1	106·4	44.05	44.21	46.50
Cotton yarn and broad woven goods	37·1	37·6	41·9	110·9	110·4	109·6	41.14	41.51	45.92
Woollen goods	41·9	42·6	44·7	103·5	102·8	101·1	43.37	43.79	45.19
Synthetic textiles and silk	44·1	44·1	46·4	111·6	111·9	107·5	49.22	49.35	49.88
Clothing (textile and fur)	37·2	38·2	39·9	96·7	96·8	92·3	35.97	36.98	36.83
Men's clothing	36·4	37·8	40·0	95·7	95·4	91·4	34.83	36.06	36.56
Women's clothing	35·0	35·2	36·1	99·9	100·7	94·0	34.97	35.45	33.93
Knit goods	39·9	40·9	41·9	97·2	97·2	93·4	38.78	39.75	39.13
*Wood products	42·2	42·6	43·2	122·9	122·8	119·5	51.86	52.31	51.62
Saw and planing mills	41·2	41·7	42·4	131·5	131·1	129·1	54.18	54.67	54.74
Furniture	44·0	44·2	44·3	112·5	112·1	106·3	49.50	49.55	47.09
Other wood products	43·3	43·8	44·9	108·3	107·8	102·9	46.89	47.22	46.20
Paper products	43·1	43·5	45·3	155·1	153·5	145·3	66.85	66.69	65.82
Pulp and paper mills	43·4	43·8	46·1	166·9	164·5	155·1	72.43	72.05	71.50
Other paper products	42·5	42·7	42·8	121·3	121·3	114·9	51.55	51.80	49.18
Printing, publishing and allied industries	40·4	40·0	40·3	161·8	160·5	152·5	65.37	64.20	61.46
*Iron and steel products	41·8	41·7	42·5	154·9	154·7	148·8	64.75	64.51	63.24
Agricultural implements	38·9	37·3	39·5	161·3	158·8	160·4	62.75	59.23	63.36
Fabricated and structural steel	41·4	42·1	43·0	163·9	164·2	156·9	67.85	69.13	67.47
Hardware and tools	42·0	42·4	43·3	140·9	141·2	133·8	59.18	59.87	57.94
Heating and cooking appliances	41·5	41·7	44·7	135·6	134·1	130·9	56.27	55.92	58.51
Iron castings	42·6	42·6	42·6	154·3	154·3	147·3	65.73	65.73	62.75
Machinery manufacturing	43·0	43·2	43·9	150·2	149·4	141·1	64.59	64.54	61.94
Primary iron and steel	41·4	40·4	41·0	170·2	170·7	163·9	70.46	68.96	67.20
Sheet metal products	41·4	41·2	41·5	144·7	144·9	140·0	59.91	59.70	58.10
*Transportation equipment	41·4	41·1	42·7	159·3	157·8	151·9	65.95	64.86	64.86
Aircraft and parts	43·6	43·2	46·5	162·5	159·6	156·0	70.85	69.11	72.54
Motor vehicles	40·1	39·3	40·3	172·4	169·3	168·0	69.13	66.53	67.70
Motor vehicle parts and accessories	39·3	39·9	41·5	159·1	158·2	156·0	62.53	63.12	64.74
Railroad and rolling stock equipment	39·9	39·3	41·0	158·7	157·6	143·4	63.32	61.94	58.79
Shipbuilding and repairing	43·6	43·7	44·7	148·5	147·4	143·6	64.75	64.41	64.19
*Non-ferrous metal products	41·3	41·4	41·7	156·9	156·3	149·6	64.80	64.71	62.38
Aluminum products	41·3	41·5	42·8	146·1	145·0	139·5	60.34	60.18	59.71
Brass and copper products	42·5	42·7	42·9	145·9	146·9	138·6	62.01	62.73	59.46
Smelting and refining	40·9	41·0	40·8	171·3	170·7	164·0	70.06	69.99	66.91
*Electrical apparatus and supplies	41·5	41·6	42·1	146·1	146·0	141·0	60.63	60.74	59.36
Heavy electrical machinery and equipment	41·3	41·5	41·7	160·8	160·6	167·0	66.41	66.65	69.64
*Non-metallic mineral products	43·9	43·9	44·9	137·1	137·2	130·8	60.19	60.23	58.73
Clay products	45·2	45·5	44·7	127·9	126·2	121·7	57.81	57.42	54.40
Glass and glass products	44·6	44·5	46·7	132·8	133·2	126·8	59.23	59.27	59.22
Products of petroleum and coal	42·7	42·8	41·2	186·1	185·4	178·4	79.46	79.35	73.50
Chemical products	41·8	42·0	42·1	140·6	140·0	134·6	58.77	58.80	56.67
Medicinal and pharmaceutical preparations	41·2	41·7	41·8	116·5	115·8	109·1	48.00	48.29	45.60
Acids, alkalis and salts	41·6	42·0	42·1	159·6	159·0	153·9	66.39	66.78	64.79
Miscellaneous manufacturing industries	42·1	42·0	42·5	113·5	112·3	106·0	47.78	47.17	45.05
*Durable goods	41·8	41·7	42·6	149·5	148·8	143·6	62.49	62.05	61.17
Non-durable goods	40·8	41·0	42·2	126·1	124·8	119·3	51.45	51.17	50.34
Construction	41·7	42·4	42·2r	147·0	146·5	138·5r	61.30	62.12	58.45r
Buildings and structures	40·8	41·4	41·7	161·0	160·7	150·6	65.69	66.53	62.80
Highways, bridges and streets	40·9	41·9	40·9r	115·3	116·0	108·6r	47.16	48.60	44.42r
Electric and motor transportation	44·9	45·4	45·7	136·2	136·2	131·4	61.15	61.83	60.05
Service	41·5	41·3	42·3	81·3	81·1	76·5	33.74	33.49	32.36
Hotels and restaurants	42·2	41·6	43·1	81·6	81·2	76·2	34.44	33.78	32.84
Laundries and dry cleaning plants	41·2	41·5	41·3	76·6	76·9	73·7	31.56	31.91	30.44

* Durable manufactured goods industries.
r—Revised.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Price and Price Indexes, D.B.S.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.74	73·7	75·0	98·3
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Week Preceding:						
December 1, 1952	42·5	132·1	56.14	134·6	115·8	116·1
January 1, 1953	42·2*	134·0	56.55	135·6	115·7	117·2
February 1, 1953	41·9	134·2	56.23	134·8	115·5	116·7
March 1, 1953	42·1	134·4	56.58	135·7	114·8	118·2
April 1, 1953	42·1	134·9	56.79	136·2	114·6	118·8
May 1, 1953	41·8	135·5	56.64	135·8	114·4	118·7
June 1, 1953	41·7	135·9	56.67	135·9	114·9	118·3
July 1, 1953	41·3	136·2	56.25	134·9	115·4	116·9
August 1, 1953	41·0	136·0	55.76	133·7	115·7	115·6
September 1, 1953	41·0	135·7	55.64	133·4	116·2	114·8
October 1, 1953	41·5	136·6	56.69	135·9	116·7	116·5
November 1, 1953	41·4	137·4	56.88	136·4	116·2	117·4
December 1, 1953 (1)	41·3	138·4	57.16	137·0	115·8	118·3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38·3 hours, $51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1948	18,171	16,007	34,178	142,783	43,951	186,734
February 1, 1949	10,026	12,990	23,016	204,897	51,909	256,806
February 1, 1950	8,315	10,076	18,391	301,039	74,557	375,596
February 1, 1951	24,983	10,795	35,778	231,826	68,220	300,046
February 1, 1952	14,957	8,736	23,693	275,814	87,011	362,825
February 1, 1953	12,235	13,264	25,499	317,723	73,213	399,936
March 1, 1953	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953	19,382	17,772	37,154	111,524	52,357	163,881
September 1, 1953	24,203	20,321	44,524	113,191	48,634	161,825
October 1, 1953	24,025	17,806	41,831	117,827	53,453	171,280
November 1, 1953	15,282	13,058	28,340	144,520	60,997	205,517
December 1, 1953	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954 (1)	9,138	9,121	18,259	354,965	84,306	439,271
February 1, 1954 (1)	8,406	9,575	17,981	439,633	103,112	542,745

* —Current vacancies only. Deferred vacancies are excluded.
(1) —Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 31, 1953[1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from November 30, 1953	Change from December 31, 1952
Agriculture, Fishing, Trapping	**184**	**99**	**283**	**— 105**	**— 53**
Forestry	**517**	**11**	**528**	**— 101**	**— 1,686**
Mining, Quarrying and Oil Wells	**254**	**34**	**288**	**— 88**	**— 102**
Metal Mining	135	14	149	+ 36	
Fuels	82	7	89	— 117	
Non-Metal Mining	8	.....	8	— 19	
Quarrying, Clay and Sand Pits	.....	.....	.....	.....	
Prospecting	29	13	42	+ 12	
Manufacturing	**2,299**	**1,604**	**3,903**	**— 575**	**— 2,928**
Foods and Beverages	110	72	182	— 127	
Tobacco and Tobacco Products	2	7	9	— 28	
Rubber Products	29	18	47	— 8	
Leather Products	72	124	196	+ 36	
Textile Products (except clothing)	82	138	220	— 17	
Clothing (textile and fur)	158	627	785	— 41	
Wood Products	168	50	218	— 53	
Paper Products	79	37	116	— 41	
Printing, Publishing and Allied Industries	110	93	203	— 19	
Iron and Steel Products	259	67	326	— 120	
Transportation Equipment	591	88	679	+ 106	
Non-Ferrous Metal Products	115	18	133	— 82	
Electrical Apparatus and Supplies	251	124	375	— 115	
Non-Metallic Mineral Products	38	27	65	— 16	
Products of Petroleum and Coal	36	11	47	+ 21	
Chemical Products	123	60	183	— 19	
Miscellaneous Manufacturing Industries	76	43	119	— 52	.....
Construction	**1,131**	**49**	**1,180**	**— 43**	**+ 321**
General Contractors	862	25	887	+ 92	
Special Trade Contractors	269	24	293	— 135	
Transportation, Storage and Communication	**356**	**172**	**528**	**— 297**	
Transportation	307	51	358	— 131	See foot-note 2[2]
Storage	7	9	16	— 10	
Communication	42	112	154	— 156	
Public Utility Operation	**43**	**18**	**61**	**— 30**	
Trade	**1,115**	**1,407**	**2,522**	**— 1,874**	**— 176**
Wholesale	357	319	676	— 225	
Retail	758	1,088	1,846	— 1,649	
Finance, Insurance and Real Estate	**721**	**561**	**1,282**	**— 39**	**— 76**
Service	**1,362**	**5,133**	**6,495**	**— 7,156**	**— 2,189**
Community or Public Service	186	866	1,052	+ 34	
Government Service	684	596	1,280	— 6,679	
Recreation Service	63	61	124	— 40	
Business Service	227	224	451	— 88	
Personal Service	202	3,386	3,588	— 383	
Grand Total	**7,982**	**9,088**	**17,070**	**— 10,308**	**— 7,229**

[1] Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

[2] Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT DECEMBER 31, 1953[1]

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies [2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,183	599	1,782	5,047	948	5,995
Clerical workers	2,063	2,439	4,502	10,592	15,793	26,385
Sales workers	1,178	892	2,070	4,561	6,966	11,527
Personal and domestic service workers	368	3,911	4,279	29,688	13,462	43,150
Seamen	2	.....	2	2,865	9	2,874
Agriculture and fishing	172	2	174	3,198	983	4,181
Skilled and semiskilled workers	3,271	1,056	4,327	163,479	25,360	188,839
Food and kindred products (inc. tobacco)	20	7	27	1,796	657	2,453
Textiles, clothing, etc.	130	733	863	7,017	18,319	25,336
Lumber and wood products	446	6	452	21,172	207	21,379
Pulp, paper (inc. printing)	32	12	44	907	374	1,281
Leather and leather products	53	89	142	1,883	1,394	3,277
Stone, clay and glass products	9	1	10	526	91	617
Metalworking	357	10	367	15,561	848	16,409
Electrical	134	53	187	1,630	572	2,202
Transportation equipment	7	10	17	685	47	732
Mining	109	.....	109	2,299	.....	2,299
Construction	404	1	405	50,326	10	50,336
Transportaition (except seamen)	317	12	329	26,028	86	26,114
Communications and public utility	31	1	32	828	5	833
Trade and service	97	86	183	3,319	1,477	4,796
Other skilled and semiskilled	1,025	32	1,057	21,701	939	22,640
Foremen	41	3	44	3,736	327	4,063
Apprentices	59	.....	59	4,065	7	4,072
Unskilled workers	901	222	1,123	135,535	20,785	156,320
Food and tobacco	30	26	56	5,112	5,589	10,701
Lumber and lumber products	124	6	130	16,411	474	16,885
Metalwroking	32	7	39	10,260	622	10,882
Construction	147	.....	147	62,065	3	62,068
Other unskilled workers	568	183	751	41,687	14,097	55,784
Grand Total	**9,138**	**9,121**	**18,259**	**354,965**	**84,306**	**439,271**

(1) Preliminary—subject to revision.
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES DECEMBER, 1953, LIVE APPLICATIONS AT JANUARY 28, 1954

Office	[1]Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source U.I.C. 757 [2]Live Applications at Jan. 28, 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**199**	**242**	**85**	**6**	**7,163**	**8,132**	**243**	**204**	**9**	**7**	**13,258**	**18,125**
Corner Brook	15	12	4	6	1,281	1,403	11	8	3	.....	2,421	3,342
Grand Falls	4	24	14	.....	754	449	8	7	.....	.....	1,115	1,307
St. John's	180	206	67	.....	5,128	6,280	224	189	6	7	9,722	13,476
Prince Edward Island	**159**	**691**	**109**	.....	**1,555**	**2,456**	**775**	**210**	**483**	**11**	**2,865**	**3,917**
Charlottetown	136	340	82	.....	914	1,483	377	158	201	1	1,756	2,473
Summerside	23	351	27	.....	641	973	398	52	282	10	1,109	1,444
Nova Scotia	**1,423**	**2,511**	**784**	**7**	**15,959**	**11,728**	**3,115**	**1,774**	**997**	**40**	**20,188**	**23,606**
Amherst	.....	92	.....	.....	504	442	100	77	15	2	787	913
Bridgewater	27	55	36	.....	668	702	44	24	14	.....	1,092	1,257
Halifax	1,160	1,139	602	3	3,829	3,470	1,503	769	635	4	4,074	4,548
Inverness	.....	11	.....	.....	340	259	11	11	.....	.....	571	795
Kentville	68	111	64	3	1,292	1,045	125	85	9	.....	1,879	2,764
Liverpool	6	15	8	.....	420	231	10	6	.....	2	537	610
New Glasgow	67	298	16	1	2,305	1,394	420	301	27	28	2,788	2,961
Springhill	6	66	.....	.....	710	320	73	61	6	.....	764	675
Sydney	58	544	27	.....	3,483	2,425	641	315	246	.....	4,628	5,444
Truro	16	79	10	.....	925	732	84	70	5	.....	1,257	1,220
Yarmouth—Shelburne	15	101	21	.....	1,483	708	104	55	40	4	1,811	2,419
New Brunswick	**926**	**1,950**	**656**	**25**	**16,021**	**14 059**	**2,145**	**1,462**	**326**	**21**	**23,820**	**27,007**
Bathurst	11	42	7	.....	1,508	1,751	50	34	4	4	2,982	3,879
Campbellton	36	111	56	4	912	811	94	62	10	4	1,400	1,813
Edmundston	23	69	1	.....	1,193	1,187	81	66	6	3	1,796	2,118
Fredericton	125	184	65	.....	2,088	867	229	169	36	.....	2,320	1,882
Minto	35	63	6	.....	724	796	101	86	2	.....	1,038	998
Moncton	352	733	333	21	3,248	3,678	664	398	143	5	5,298	6,958
Newcastle	5	69	5	.....	1,165	960	97	54	5	1	1,773	2,221
Saint John	307	576	170	.....	3,047	1,991	696	500	116	4	3,605	3,403
St. Setphen	5	68	7	.....	1,155	1,075	90	62	2	.....	1,943	1,982
Sussex	12	29	5	.....	307	256	34	25	2	.....	455	467
Woodstock	15	6	1	.....	674	687	9	6	.....	.....	1,210	1,286
Quebec	**5,933**	**17,899**	**5,561**	**199**	**93,206**	**102,469**	**18,918**	**10,642**	**3,674**	**227**	**151,031**	**173,331**
Asbestos	93	40	57	2	515	287	58	53	10	.....	560	701
Beauharnois	18	25	7	.....	705	644	23	27	.....	.....	1,169	1,234
Buckingham	3	84	2	3	724	597	76	38	36	.....	1,093	1,175
Causapscal	26	26	12	.....	837	439	38	33	.....	20	1,100	1,754

Chandler	2	106	14	.....	770	1,059	108	22	45	6	1,596	2,088
Chicoutimi	182	216	82	12	1,466	1,268	291	176	31	4	1,632	1,979
Dolbeau	5	109	30	.....	567	593	71	32	8	1	832	1,250
Drummondville	53	145	36	.....	2,125	1,317	156	107	9	5	2,939	3,193
Farnham	16	28	14	1	524	546	22	14	.....	.....	783	825
Forestville	.....	448	424	19	208	405	2	2	.....	.....	572	847
Gaspe	1	11	.....	.....	395	693	10	7	.....	.....	982	1,478
Granby	10	201	9	3	1,043	2,482	236	123	70	1	2,433	2,123
Hull	24	142	28	4	1,779	1,875	158	108	5	4	2,990	3,755
Joliette	162	99	35	.....	1,836	1,565	181	116	5	.....	2,641	3,172
Jonquiere	47	274	33	12	1,494	1,430	411	216	24	17	2,062	2,217
Lachute	17	72	7	.....	558	388	71	56	13	.....	766	890
La Malbaie	2	8	6	.....	446	843	7	3	.....	.....	1,150	1,778
La Tuque	14	33	11	1	529	672	30	17	.....	.....	838	788
Levis	98	252	103	1	1,915	2,104	253	141	71	2	3,447	4,031
Louiseville	16	16	19	.....	400	506	8	8	.....	.....	804	1,003
Maniwaki	6	41	3	.....	304	700	47	33	10	.....	784	895
Matane	119	212	26	10	672	982	203	61	.....	3	1,364	1,890
Megantic	1	159	11	.....	595	741	145	139	.....	4	1,053	1,148
Mont-Laurier	3	33	8	.....	354	404	34	19	1	.....	629	763
Montmagny	11	69	19	.....	824	1,321	147	19	19	.....	1,880	1,799
Montreal	3,102	9,740	3,203	19	33,556	38,015	9,763	5,043	2,697	62	52,538	59,016
New Richmond	10	148	43	7	609	776	127	104	2	13	1,212	1,647
Port Alfred	7	29	5	.....	473	705	38	24	.....	3	985	951
Quebec	448	1,183	383	.....	8,624	8,515	1,562	619	301	7	12,590	14,705
Rimouski	10	82	13	.....	1,397	1,437	128	38	28	15	2,580	3,666
Riviere du Loup	32	263	86	5	1,399	2,245	188	187	4	8	3,156	3,986
Roberval	23	45	8	2	460	461	69	49	.....	.....	793	899
Rouyn	70	117	56	.....	1,485	967	191	93	15	20	2,099	2,283
Ste. Agathe	19	186	5	49	532	568	153	128	3	.....	830	1,031
Ste. Anne de Bellevue	14	46	6	.....	538	691	40	35	1	.....	1,035	1,330
Ste. Therese	23	78	28	.....	1,052	1,026	92	57	1	.....	1,715	1,957
St. Georges Est	390	753	219	.....	865	2,010	946	870	3	.....	1,593	1,817
St. Hyacinthe	127	187	99	1	1,441	2,021	250	184	19	.....	2,928	2,670
St. Jean	56	172	59	1	1,340	1,130	190	116	7	.....	1,904	2,131
St. Jerome	46	149	33	11	1,264	1,931	143	124	7	.....	2,768	2,033
St. Joseph d'Alma	16	87	15	2	960	1,376	88	65	12	.....	1,964	2,367
Sept. Iles	44	252	2	23	450	663	280	256	.....	.....	826	1,138
Shawinigan Falls	27	130	9	.....	2,719	2,322	174	95	30	6	4,176	4,657
Sherbrooke	133	570	89	7	3,434	2,682	561	346	102	3	4,700	5,429
Sorel	14	97	11	.....	1,318	1,268	108	88	.....	.....	2,150	2,414
Thetford Mines	29	145	32	1	890	1,170	161	101	13	2	1,367	1,780
Three Rivers	216	291	99	.....	3,355	3,265	461	237	40	9	5,463	6,019
Val d'Or	28	74	17	3	1,029	853	92	40	1	.....	1,474	1,723
Valleyfield	37	140	28	.....	1,289	1,322	209	105	18	12	2,160	2,450
Victoriaville	83	83	17	.....	1,112	1,189	118	68	13	.....	1,926	2,456
Ontario	**9,429**	**25,010**	**6,031**	**229**	**97,236**	**104,889**	**29,550**	**16,574**	**6,126**	**367**	**128,021**	**153,739**
Arnprior	4	45	8	4	176	255	58	31	5	1	371	421
Barrie	88	229	83	3	667	883	285	157	25	.....	1,048	1,187
Belleville	26	189	16	.....	790	1,024	210	124	44	2	1,284	1,670
Bracebridge	28	99	27	1	560	546	101	59	22	.....	938	1,087
Brampton	20	98	15	6	238	269	97	79	8	1	363	543
Brantford	82	427	57	1	3,202	2,011	512	338	52	20	3,366	3,140
Brockville	8	166	13	1	299	355	175	108	48	6	366	532
Carleton Place	.....	27	.....	.....	260	437	39	26	1	.....	618	775
Chatham	73	249	37	2	1,523	1,200	267	178	47	1	1,911	2,159
Cobourg	24	177	13	3	493	199	214	139	28	.....	513	629

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES DECEMBER, 1953, LIVE APPLICATIONS AT JANUARY 28, 1954

Office	[1]Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source U.I.C. 757
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	[2]Live Applications at Jan. 28, 1954
Ontario—Con.												
Collingwood	11	84	7	.....	404	606	86	64	15	1	777	837
Cornwall	47	451	36	1	1,567	4,296	506	288	144	4	4,976	3,587
Fort Erie	13	69	13	4	289	188	92	57	.....	1	365	573
Fort Frances	22	34	13	.....	262	192	45	37	1	.....	344	383
Fort William	195	214	69	16	1,251	1,833	441	144	142	4	2,266	2,583
Galt	98	162	41	2	787	846	172	180	14	.....	1,066	1,487
Gananoque	7	59	7	1	229	210	60	23	32	.....	312	393
Goderich	32	51	26	2	288	324	46	18	20	.....	531	669
Guelph	86	294	87	5	793	1,063	330	206	28	.....	1,140	1,650
Hamilton	341	2,052	260	3	7,816	8,278	2,358	640	1,283	1	9,828	12,731
Hawkesbury	14	28	11	.....	421	488	34	13	5	1	807	969
Ingersoll	16	134	13	.....	313	463	148	127	2	1	595	610
Kapuskasing	55	122	34	1	652	365	144	117	.....	9	776	701
Kenora	31	87	17	.....	425	265	96	85	.....	.....	508	597
Kingston	151	567	127	10	1,194	1,616	737	456	42	.....	1,796	1,848
Kirkland Lake	24	59	33	2	743	570	73	18	20	15	1,144	1,238
Kitchener-Waterloo	135	496	110	.....	1,202	3,105	584	365	62	.....	3,426	2,813
Leamington	33	155	18	1	703	719	202	109	26	.....	771	941
Lindsay	22	24	18	.....	526	468	26	4	3	1	775	875
Listowel	14	9	8	.....	177	278	10	8	.....	.....	379	476
London	1,069	1,056	408	.....	2,931	5,199	1,255	910	297	2	4,729	4,050
Midland	19	51	11	.....	608	883	61	37	17	2	1,289	1,374
Napanee	1	18	2	.....	498	337	21	12	4	.....	667	810
New Toronto	113	314	105	23	1,337	1,383	389	182	16	52	1,541	2,137
Niagara Falls	56	490	39	1	1,272	1,072	608	391	53	.....	1,329	1,867
North Bay	35	403	27	2	1,114	1,238	413	143	221	14	1,507	1,738
Oakville	315	192	324	7	258	708	294	133	21	2	290	520
Orillia	6	151	12	1	656	826	215	106	35	2	1,122	1,152
Oshawa	87	751	240	12	8,224	2,302	734	438	95	2	3,269	3,526
Ottawa	1,865	1,420	643	.....	2,811	4,145	2,704	1,660	405	6	3,413	4,965
Owen Sound	70	164	62	1	833	1,943	312	98	43	.....	2,362	2,374
Parry Sound	.....	48	2	.....	303	351	53	22	19	10	508	592
Pembroke	59	269	55	.....	774	1,033	290	131	118	1	1,101	1,390
Perth	22	37	8	6	361	449	47	26	7	8	690	712
Peterborough	33	238	28	3	1,675	1,261	311	178	40	.....	1,966	2,530
Picton	17	49	10	.....	306	343	68	45	5	.....	533	670
Port Arthur	100	501	77	3	1,923	2,404	522	420	32	20	2,927	3,474
Port Colborne	22	48	23	.....	507	511	44	39	2	.....	820	872
Prescott	29	91	8	10	599	445	91	69	6	4	821	872
Renfrew	6	42	4	.....	351	371	35	22	10	.....	637	850
St. Catharines	66	476	86	.....	3,881	2,122	472	291	62	6	2,906	3,763
St. Thomas	63	235	58	.....	415	685	286	141	74	.....	677	929

Sarnia	38	140	34	1	1,291	1,359	243	98	23	.....	1,833	2,442
Sault Ste. Marie	67	273	89	7	1,477	1,815	335	160	77	.....	2,609	3,214
Simcoe	53	102	12	4	778	684	163	86	10	.....	1,067	1,166
Sioux Lookout	13	37	1	2	159	140	44	21	19	.....	210	217
Smiths Falls	8	86	15	6	366	307	72	47	15	1	489	506
Stratford	20	167	9	.....	560	676	219	100	53	.....	850	962
Sturgeon Falls	5	59	3	12	736	574	83	31	15	1	1,061	1,069
Sudbury	115	541	72	4	1,569	2,543	606	392	145	.....	2,719	3,907
Timmins	30	198	64	3	1,378	1,205	193	98	40	7	2,111	2,113
Toronto	3,019	6,330	2,050	28	18,202	24,264	6,696	3,563	1,340	137	24,866	34,675
Trenton	36	107	32	1	899	728	130	80	16	1	1,078	1,269
Walkerton	14	91	20	.....	628	440	119	81	.....	.....	481	694
Wallaceburg	1	113	3	.....	537	472	127	100	8	.....	688	693
Welland	14	244	16	1	1,726	1,593	319	164	49	5	2,483	3,109
Weston	90	329	47	22	600	877	420	284	7	12	734	1,171
Windsor	116	2,149	86	.....	6,090	3,328	2,288	1,476	584	3	5,675	6,059
Woodstock	37	143	29	.....	353	518	120	101	24	.....	603	812
Manitoba	**3,611**	**4,087**	**1,571**	**7**	**16,378**	**20,380**	**5,153**	**3,164**	**1,892**	**8**	**22,941**	**26,211**
Brandon	250	314	214	2	755	1,530	314	258	.....	.....	1,478	1,951
Dauphin	12	55	11	.....	674	675	60	31	17	3	990	1,170
Flin Flon	26	84	12	1	242	211	110	67	15	.....	246	248
Portage la Prairie	55	156	62	.....	557	754	157	125	4	.....	880	1,173
The Pas	10	4	5	1	111	85	4	2	.....	.....	159	176
Winnipeg	3,258	3,474	1,267	3	14,037	17,125	4,508	2,681	1,856	5	19,188	21,496
Saskatchewan	**873**	**3,024**	**1,004**	**36**	**7,071**	**10,490**	**2,815**	**1,786**	**577**	**39**	**12,391**	**15,539**
Estevan	22	72	18	.....	129	250	99	54	11	6	253	342
Moose Jaw	114	347	129	10	762	1,143	360	238	37	1	1,170	1,520
North Battleford	39	89	25	1	525	664	98	62	33	.....	1,018	1,300
Prince Albert	35	187	47	5	889	891	189	136	13	2	1,391	1,884
Regina	294	1,191	324	3	1,344	2,970	1,082	663	302	17	2,691	3,437
Saskatoon	173	904	324	1	2,357	2,727	750	463	147	12	3,513	3,629
Swift Current	51	114	49	2	232	508	123	86	20	1	602	999
Weyburn	50	50	38	10	187	285	51	35	5	.....	333	419
Yorkton	95	70	50	4	646	1,052	72	49	9	.....	1,330	2,018
Alberta	**1,522**	**5,291**	**1,515**	**45**	**13,831**	**18,193**	**5,525**	**3,022**	**993**	**55**	**20,563**	**25,551**
Blairmore	16	64	28	.....	183	172	39	37	.....	.....	282	403
Calgary	418	1,417	526	6	4,467	5,359	1,462	533	409	18	6,636	8,324
Drumheller	30	65	10	11	139	181	60	58	.....	.....	218	324
Edmonton	749	2,972	686	3	6,571	9,231	3,332	2,008	518	36	9,819	11,568
Edson	63	180	105	16	178	150	137	81	.....	.....	214	264
Lethbridge	155	292	78	3	1,241	1,794	267	184	31	.....	2,387	3,374
Medicine Hat	38	142	22	.....	591	680	161	77	16	.....	956	1,280
Red Deer	48	115	51	3	383	581	63	37	16	1	568	928
Yellowknife	5	11	9	3	78	45	4	4	.....	.....	85	86

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES DECEMBER, 1953, LIVE APPLICATIONS AT JANUARY 28, 1954

Office	[1]Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source U.I.C. 757 [2]Live Applications at Jan. 28, 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**4,045**	**6,782**	**1,125**	**40**	**43,752**	**41,768**	**10,871**	**4,180**	**4,377**	**33**	**57,410**	**7,4716**
Chilliwack	30	118	21	.....	933	1,176	160	86	27	2	1,682	2,134
Courtenay	36	166	17	5	937	1,382	176	147	23	.....	1,902	2,182
Cranbrook	4	14	5	.....	570	687	21	13	.....	.....	1,017	1,316
Dawson Creek	6	105	18	2	171	275	89	78	.....	.....	331	433
Duncan	27	154	15	1	353	1,262	204	103	23	.....	1,084	1,648
Kamloops	55	189	49	9	486	752	203	153	7	.....	830	1,316
Kelowna	11	69	5	.....	868	686	69	50	11	.....	1,247	1,627
Mission City	34	114	32	1	845	1,007	127	99	9	1	1,475	2,027
Nanaimo	28	179	40	1	988	1,603	170	90	61	2	2,272	2,978
Nelson	4	86	6	.....	1,015	666	87	76	5	1	1,413	1,833
New Westminster	284	756	58	1	4,830	4,565	1,145	851	78	2	6,155	9,353
Penticton	1	88	9	.....	858	829	93	35	44	.....	1,434	1,837
Port Alberni	8	105	5	.....	478	736	117	68	21	.....	813	1,190
Prince George	30	111	26	.....	1,915	861	175	95	2	2	2,042	1,604
Prince Rupert	15	197	9	5	1,162	819	182	74	81	1	1,384	1,535
Princeton	2	25	1	.....	148	176	27	26	.....	.....	267	464
Trail	13	113	6	1	831	713	134	30	70	.....	1,197	1,544
Vancouver	3,146	2,951	576	2	22,293	19,443	6,379	1,182	3,741	14	25,339	32,273
Vernon	14	100	11	.....	978	955	103	93	6	3	1,672	2,375
Victoria	180	1,013	173	2	2,785	2,831	1,081	737	168	5	3,530	4,684
Whitehorse	117	129	43	10	308	344	129	94	.....	.....	324	363
Canada	**28,120**	**67,487**	**18,441**	**594**	**312,172**	**334,564**	**79,110**	**43,018**	**19,454**	**808**	**452,398**	**542,745**
Males	16,454	38,849	9,274	477	236,148	263,333	46,769	28,213	10,495	653	364,982	439,633
Females	11,666	28,638	9,167	117	76,024	71,231	32,341	14,805	8,959	155	87,416	103,112

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1943—1953

Year	Applicants			Placements		
	Male	Female	Total	Male	Female	Totals
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953	1,980,918	754,358	2,735,276	661,167	332,239	993,406

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 1, 1953 TO DECEMBER 31, 1953

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out
Agriculture	2		2	4	363	208	3	28	44	35	2	384	83	54	4	139	572	323	25	158	4,307	1,210	2,694	145
Forestry	100	2			2	1			95	86	2		333	264		38	7,519	6,103	6	1,231	1,325	1,134	10	95
Fishing and Trapping													13	8	5		3	3			8	7		
Mining, Quarrying and Oil Wells	22			4					115	115			133	140	3		527	376		66	400	240	24	18
Metal Mining	17								1	1			26	15	2		442	307		65	320	179	4	18
Fuels									114	114			102	120	1		4	3			3	3		
Non-Metal Mining				4													64	52			11	12	2	
Quarrying, Clay and Sand Pits	5												1	1			11	11		1	60	40	18	
Prospecting													4	4			6	3			6	6		
Manufacturing	65	19	7		193	76	116	2	1,050	895	77	16	593	428	85	1	15,278	11,569	403	138	21,881	15,658	2,331	623
Foods and Beverages	12	10	1		46	28	16		183	131	41		111	75	5		1,943	1,669	46		2,115	1,515	252	20
Tobacco and Tobacco Products																	125	110	1		410	381	5	
Rubber Products									1								227	183		3	266	172	12	5
Leather Products									5	4	1		8	5			864	700		4	408	347	7	3
Textile Products (except clothing)	31	1			16	17			4	4			60	47			1,360	1,146	10	4	1,060	827	55	33
Clothing (textile and fur)									12	9			61	53	3		2,810	2,089	6	3	1 230	972	41	12
Wood Products	4	2			27	27			45	33			70	54	1	1	969	775	44	2	1,208	863	127	12
Paper Products	2	2							7	7			142	75	56		525	331	56		1,144	528	446	37
Printing, Publishing and Allied Industries					4	4		1	43	20	11		19	7	11		611	355	100	6	1,092	784	101	6
Iron and Steel Products	3	2							147	117	7	1	17	13	6		1,634	1,260	42	49	3,361	2,318	435	71
Transportation Equipment	2	1						1	542	533	2	9	39	44			1,030	868	17	55	3,717	2,915	194	274
Non-Ferrous Metal Products													40	36			644	466	1	8	933	685	102	9
Electrical Apparatus and Supplies									24	10	3						825	341	8		1,817	1,266	80	73
Non-Metallic Mineral Products									26	20	8		18	14			319	194	39	1	765	543	111	11
Products of Petroleum and Coal																	87	50			90	51	11	
Chemical Products	1				100		100		9	6	3		4	4			691	549	21	2	1,281	691	255	49
Miscellaneous Manufacturing Industries	10	1	6						2	1	1		4	1	3		614	483	12	1	984	801	97	8

Construction	**160**	**99**	**4**	**22**	**110**	**93**	**12**	**106**	**1,364**	**1,207**	**161**	**103**	**1,911**	**1,239**	**91**	**42**	**9,275**	**6,614**	**591**	**412**	**12,755**	**9,686**	**1,370**	**707**
General Contractors	141	84	2	19	90	81	7	105	1,083	975	118	82	1,764	1,125	68	41	6,624	4,780	502	319	9,199	7,100	1,016	611
Special Trade Contractors	19	15	2	3	20	12	5	.....	281	232	43	21	150	114	23	1	2,651	1,834	89	93	3,556	2,586	354	96
Transportation, Storage and Communication	**36**	**6**	**14**	.....	**6**	**3**	**3**	.....	**318**	**121**	**163**	.....	**252**	**212**	**38**	**5**	**3,383**	**1,512**	**982**	**57**	**4,017**	**2,156**	**1,319**	**23**
Transportation	26	6	14	.....	5	2	3	.....	260	92	136	.....	230	197	34	5	2,842	1,336	958	53	3,254	1,810	1,069	17
Storage	10	.....	.....	.....	.....	.....	.....	.....	19	3	16	.....	8	5	4	.....	98	76	.....	.....	382	218	100	5
Communication	.....	.....	.....	.....	1	1	.....	.....	39	26	11	.....	14	10	.....	.....	443	100	24	4	381	128	150	1
Public Utility Operation	**1**	.....	.....	.....	.....	.....	.....	.....	**20**	**6**	**12**	.....	**9**	**8**	.....	.....	**226**	**113**	**4**	.....	**381**	**257**	**47**	**8**
Trade	**76**	**51**	**19**	.....	**717**	**141**	**526**	.....	**1,939**	**1,399**	**252**	**6**	**1,112**	**812**	**193**	.....	**7,711**	**5,057**	**420**	**64**	**11,224**	**8,189**	**2,363**	**74**
Wholesale	26	13	9	.....	303	36	259	.....	443	218	148	3	338	209	111	.....	2,226	1,450	132	7	4,263	1,942	1,208	21
Retail	50	38	1	.....	414	105	267	.....	1,496	1,181	104	3	775	603	82	.....	5,488	3,607	288	57	9,961	6,247	1,155	53
Finance, Insurance and Real Estate	**9**	**6**	.....	.....	8	8	.....	.....	**128**	**70**	**13**	**1**	**105**	**72**	**11**	.....	**1,042**	**591**	**13**	**3**	**1,595**	**1,088**	**61**	**16**
Service	**422**	**234**	**29**	**2**	**1,018**	**399**	**496**	**3**	**3,455**	**1,197**	**1,549**	**15**	**2,376**	**1,261**	**655**	**24**	**22,095**	**10,353**	**8,354**	**164**	**29,167**	**15,162**	**9,002**	**110**
Community or Public Service	145	135	1	.....	59	25	18	.....	271	167	42	.....	179	99	34	2	952	665	32	3	2,245	1,441	265	15
Government Service	222	74	4	2	96	82	11	3	1,344	776	469	10	807	712	45	22	2,896	2,411	139	18	8,819	6,030	1,746	19
Recreation Service	1	1	.....	.....	5	1	4	.....	45	35	6	3	41	28	3	.....	225	159	13	1	575	351	183	4
Business Service	6	6	.....	.....	493	144	310	.....	70	41	14	1	54	42	3	.....	1,445	1,013	212	4	1,289	826	159	6
Personal Service	48	18	24	.....	365	147	153	.....	1,725	478	1,018	1	1,295	380	570	.....	16,577	6,105	8,158	138	16,239	6,514	6,649	66
Totals	**893**	**417**	**66**	**32**	**2,417**	**929**	**1,156**	**139**	**8,528**	**5,431**	**2,231**	**519**	**6,921**	**4,198**	**1,085**	**249**	**67,634**	**42,644**	**10,998**	**2,293**	**90,060**	**54,788**	**19,221**	**1,819**
Men	738	329	65	32	1,568	604	740	138	5,154	3,528	1,285	511	4,571	3,181	632	238	42,161	29,953	3,073	2,106	57,033	35,706	13,075	1,671
Women	155	88	1	.....	849	325	416	1	3,374	1,903	946	8	2,350	1,317	453	11	25,473	12,691	7,925	187	33,027	19,082	6,146	148

(1) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, OCTOBER 1, 1953 TO DECEMBER 31, 1953

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out
Agriculture	**342**	**254**	**5**	**1**	**1,002**	**682**	**13**	**112**	**2,112**	**1,273**	**33**	**67**	**1,102**	**305**	**781**	**21**	**9,929**	**4,344**	**3,562**	**1,059**
Forestry	**144**	**100**	.....	**40**	**31**	**25**	.....	.....	**481**	**342**	**6**	**84**	**651**	**536**	**12**	**21**	**10,681**	**8,593**	**36**	**1,509**
Fishing and Trapping	2	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	3	.....	.....	29	23	5	.....
Mining, Quarrying and Oil Wells	**116**	**115**	**1**	**25**	**64**	**54**	.....	**9**	**1,006**	**659**	**17**	**69**	**333**	**228**	**8**	**8**	**2,716**	**1,927**	**53**	**199**
Metal Mining	108	112	.....	24	4	4	.....	.....	97	29	.....	29	274	170	5	8	1,289	817	11	144
Fuels	4	1	.....	.....	42	33	.....	9	643	501	9	25	15	16	1	.....	927	791	11	34
Non-Metal Mining	1	.....	.....	.....	1	2	.....	.....	1	1	.....	12	27	26	.....	.....	105	93	2	16
Quarrying, Clay and Sand Pits	.....	.....	.....	.....	4	9	.....	.....	7	4	2	1	6	4	2	.....	94	69	22	2
Prospecting	3	2	1	1	13	6	.....	.....	258	124	6	2	11	12	.....	.....	301	157	7	3
Manufacturing	**2,358**	**1,366**	**422**	**8**	**718**	**467**	**132**	**2**	**1,615**	**1,009**	**239**	**21**	**3,434**	**2,547**	**413**	**32**	**47,185**	**34,035**	**4,225**	**837**
Foods and Beverages	562	420	67	.....	216	142	32	.....	310	167	47	1	745	562	126	.....	6,243	4,719	633	21
Tobacco and Tobacco Products	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	535	491	6	.....
Rubber Products	3	1	.....	.....	3	5	.....	.....	.....	.....	.....	.....	3	2	.....	.....	503	363	12	8
Leather Products	38	13	4	.....	5	4	.....	.....	14	9	.....	.....	23	11	2	1	1,365	1,093	14	8
Textile Products (except clothing)	51	29	13	.....	10	5	3	.....	77	56	14	3	40	27	8	.....	2,709	2,159	103	40
Clothing (textile and fur)	558	297	54	1	47	40	.....	.....	59	43	1	.....	174	120	1	.....	4,951	3,623	106	16
Wood Products	219	71	95	.....	36	15	17	1	305	208	44	14	1,105	930	66	13	3,988	2,978	394	43
Paper Products	103	59	35	.....	1	.....	.....	.....	10	7	.....	.....	243	176	16	7	2,177	1,185	609	44
Printing, Publishing and Allied Industries	127	61	37	.....	76	49	14	1	49	36	3	2	188	86	67	.....	2,209	1,402	344	16
Iron and Steel Products	237	133	36	1	87	45	32	.....	138	70	38	1	213	158	23	.....	5,837	4,116	619	123
Transportation Equipment	116	86	12	3	97	67	18	.....	196	136	24	.....	385	302	52	5	6,124	4,952	319	347
Non-Ferrous Metal Products	34	30	3	.....	2	2	.....	.....	29	15	3	.....	66	37	5	2	1,748	1,271	114	19
Electrical Apparatus and Supplies	50	34	1	.....	5	4	.....	.....	6	3	.....	.....	54	41	5	.....	2,781	1,699	97	73
Non-Metallic Mineral Products	89	57	32	.....	43	37	8	.....	177	121	22	.....	53	25	22	.....	1,490	1,011	242	12
Products of Petroleum and Coal	13	9	.....	1	53	19	5	.....	38	15	3	.....	39	10	9	.....	320	154	28	1
Chemical Products	115	38	32	2	8	8	1	.....	169	105	34	.....	52	28	8	3	2,430	1,429	454	56
Miscellaneous Manufacturing Industries	43	28	1	.....	29	25	2	.....	38	18	6	.....	51	32	3	1	1,775	1,390	131	10
Construction	**1,487**	**1,261**	**76**	**7**	**1,583**	**1,250**	**240**	**12**	**3,041**	**2,400**	**404**	**34**	**2,028**	**1,515**	**249**	**36**	**33,717**	**25,364**	**3,198**	**1,481**
General Contractors	1,181	993	63	4	1,252	990	198	10	2,347	1,921	294	30	1,543	1,192	158	22	25,224	19,241	2,426	1,244
Special Trade Contractors	306	268	13	3	331	260	42	2	694	479	110	4	485	323	91	14	8,493	6,123	772	237
Transportation, Storage and Communication	**650**	**335**	**96**	**3**	**474**	**301**	**86**	**2**	**1,060**	**542**	**402**	.....	**1,127**	**601**	**456**	**1**	**11,323**	**5,789**	**3,559**	**91**
Transportation	473	240	42	3	342	217	50	2	819	469	255	.....	915	471	430	1	9,166	4,840	2,991	81
Storage	88	33	52	.....	72	46	28	.....	189	38	142	.....	82	50	19	.....	948	469	361	5
Communication	89	62	2	.....	60	38	8	.....	52	35	5	.....	130	80	7	.....	1,209	480	207	5

Public Utility Operation	**42**	**19**	**4**	.....	**33**	**29**	**4**	.....	**67**	**45**	**17**	.....	**33**	**22**	**1**	**2**	**812**	**529**	**89**	**10**
Trade	**3,339**	**1,399**	**1,383**	**3**	**2,308**	**1,296**	**682**	**4**	**3,183**	**1,755**	**898**	**4**	**3,792**	**2,255**	**1,119**	**36**	**38,405**	**22,354**	**7,846**	**191**
Wholesale	1,328	475	659	1	777	387	293	.....	1,241	561	492	.....	1,092	691	259	.....	12,037	5,982	3,570	32
Retail	2,011	924	724	2	1,531	909	389	4	1,942	1,194	406	4	2,700	1,564	860	36	26,368	16,372	4,276	159
Finance Insurance and Real Estate	**386**	**184**	**51**	.....	**207**	**123**	**13**	.....	**496**	**257**	**13**	**1**	**410**	**272**	**18**	.....	**4,386**	**2,671**	**193**	**21**
Service	**8,340**	**3,144**	**3,882**	**17**	**4,205**	**2,160**	**1,050**	**17**	**6,771**	**3,274**	**2,049**	**30**	**10,781**	**4,684**	**4,743**	**22**	**88,636**	**42,168**	**32,009**	**404**
Community or Public Service	568	225	149	.....	397	221	32	12	605	409	35	.....	543	363	74	.....	5,964	3,750	682	32
Government Service	2,627	2,029	239	1	1,481	1,146	69	2	1,884	1,614	30	21	5,719	2,233	3,292	8	25,895	17,107	6,044	106
Recreation Service	147	81	33	.....	75	46	20	.....	75	37	24	.....	86	63	11	1	1,275	802	297	9
Business Service	194	99	6	2	114	56	12	.....	276	171	33	1	291	174	37	1	4,232	2,572	786	15
Personal Service	4,804	710	3,455	14	2,138	691	917	3	3,934	1,043	1,927	8	4,145	1,851	1,329	12	51,270	17,937	24,200	242
Totals	**17,206**	**8,179**	**5,920**	**104**	**10,625**	**6,387**	**2,220**	**158**	**19,835**	**11,556**	**4,078**	**310**	**23,697**	**12,968**	**7,800**	**179**	**247,819**	**147,797**	**54,775**	**5,802**
Men	8,882	5,610	1,743	98	6,851	4,365	1,476	145	12,660	7,859	2,440	301	13,947	7,893	4,807	131	153,568	99,028	29,336	5,371
Women	8,324	2,569	4,177	6	3,774	2,022	744	13	7,175	3,697	1,638	9	9,750	5,075	2,993	48	94,251	48,769	25,439	431

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of December, 1953			
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
					$
Newfoundland	3,032	3,318	105,979	(264)	364,238
Prince Edward Island	1,714	805	29,557	(146)	85,685
Nova Scotia	8,614	6,311	270,636	(3,176)	870,628
New Brunswick	9,299	6,844	258,297	(2,020)	819,590
Quebec	73,532	56,125	1,834,144	(17,693)	5,550,715
Ontario	67,243	49,844	1,606,641	(14,794)	5,040,976
Manitoba	8,890	7,755	252,104	(2,635)	766,212
Saskatchewan	5,530	4,452	109,441	(877)	341,628
Alberta	9,674	8,747	227,682	(2,294)	748,909
British Columbia	30,795	17,522	719,320	(6,079)	2,293,526
Total, Canada, Dec., 1953	218,323	161,723	5,413,801	(49,978)	16,882,107
Total, Canada, Nov., 1953	177,711	94,642	3,337,519	(39,801)	10,172,035
Total, Canada, Dec., 1952	164,159	120,101	3,586,600	(....)	10,926,557

* Week containing last day of the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT DECEMBER 31, 1953, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES * INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							December 31, 1953 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73 and over	
Newfoundland	11,851 (10)	4,229	1,038	2,265	2,684	931	704	5,950
Male	11,566 (8)	4,186	1,027	2,208	2,620	905	620	5,701
Female	285 (2)	43	11	57	64	26	84	249
Prince Edward Island	2,561 (9)	636	303	575	536	234	277	1,837
Male	2,169 (6)	552	274	506	467	181	189	1,591
Female	392 (3)	84	29	69	69	53	88	246
Nova Scotia	17,926(116)	4,082	1,979	3,033	4,114	2,093	2,625	13,531
Male	16,222(103)	3,782	1,809	2,792	3,740	1,865	2,234	12,097
Female	1,704 (13)	300	170	241	374	228	391	1,434
New Brunswick	20,272 (77)	4,810	2,408	4,092	4,977	2,122	1,863	15,956
Male	17,987 (69)	4,167	2,217	3,831	4,379	1,867	1,526	13,884
Female	2,285 (8)	643	191	261	598	255	337	2,072
Quebec	136,428(743)	32,117	19,614	26,080	27,772	14,463	16,382	93,053
Male	110,584(482)	26,836	16,367	22,263	23,234	10,993	10,891	76,725
Female	25,844(261)	5,281	3,247	3,817	4,538	3,470	5,491	16,328
Ontario	105,332(632)	25,774	14,518	20,448	21,548	9,231	13,813	71,079
Male	85,716(473)	20,734	12,540	17,359	17,823	7,095	10,165	56,441
Female	19,616(159)	5,040	1,978	3,089	3,725	2,136	3,648	14,638
Manitoba	19,231(116)	5,720	2,520	3,337	3,712	1,610	2,332	14,670
Male	15,134 (79)	4,775	2,036	2,819	2,933	1,074	1,497	11,302
Female	4,097 (37)	945	484	518	779	536	835	3,368
Saskatchewan	10,049 (46)	2,727	1,581	2,397	2,297	491	556	7,502
Male	8,858 (38)	2,383	1,467	2,234	2,021	376	377	6,571
Female	1,191 (8)	344	114	163	276	115	179	931
Alberta	17,913 (62)	5,144	2,721	3,680	3,923	1,259	1,186	10,843
Male	15,839 (56)	4,605	2,509	3,371	3,484	1,010	860	9,332
Female	2,074 (6)	539	212	309	439	249	326	1,511
British Columbia	49,470(187)	11,488	6,968	9,235	11,572	5,196	5,011	44,225
Male	41,211(154)	9,905	6,071	7,782	9,497	4,069	3,887	16,969
Female	8,259 (33)	1,583	897	1,453	2,075	1,127	1,124	7,256
CANADA	391,033(1,998)	96,727	53,650	75,142	83,135	37,630	44,749	278,646
MALE	325,286(1,468)	81,925	46,317	65,165	70,198	29,435	32,246	230,613
FEMALE	65,747 (530)	14,802	7,333	9,977	12,937	8,195	12,503	48,033

* These data are shown in brackets and include short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, DECEMBER, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	8,025	6,654	1,371	6,769	4,765	2,004	3,652
Prince Edward Island	1,706	1,303	403	1,377	1,067	310	585
Nova Scotia	13,440	9,490	3,950	9,804	7,934	1,870	5,967
New Brunswick	12,899	9,458	3,441	10,818	8,463	2,355	4,501
Quebec	95,443	65,867	29,576	76,832	63,058	13,774	37,257
Ontario	88,482	61,511	26,971	76,777	62,145	14,632	28,210
Manitoba	13,562	10,018	3,544	11,457	8,178	3,279	3,434
Saskatchewan	7,785	6,084	1,701	6,426	4,749	1,677	2,456
Alberta	14,203	10,156	4,047	12,264	9,415	2,849	5,117
British Columbia	36,691	23,923	12,768	33,633	26,313	7,320	8,966
Total Canada, December 1953	292,236*	204,464	87,772	246,157†	196,087	50,070	100,145
Total Canada, November 1953	188,881	121,682	67,199	164,965	135,808	29,157	54,066
Total Canada, December 1952	215,848	146,897	68,951	183,435	142,793	40,642	67,743

* In addition, revised claims received numbered 20,344.
† In addition, 19,895 revised claims were disposed of. Of these, 1,801 were special requests not granted, and 936 were appeals by claimants. There were 2,818 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO REGULAR OR SUPPLEMENTARY BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of December, 1953	Month of November, 1953	Month of December, 1952
Benefit year not established			
Regular	37,265	16,982	26,050
Supplementary Benefit	9,080	.....	7,710
Claimants Disqualified*			
Not unemployed	3,687	2,797	7,017
Not capable of and not available for work	1,484	1,385	1,515
Loss of work due to a labour dispute	595	988	497
Refused offer of work and neglected opportunity to work	651	537	846
Discharged for misconduct	912	798	862
Voluntarily left employment without just cause	6,262	6,124	6,088
Failure to fulfill additional conditions imposed upon certain married women	1,217	1,222	842
Other reasons†	2,978	2,022	1,752
Total	64,131	32,855	53,179

* Data for December, 1953, include 4,483 on revised claims.
† These include: Claims not made in prescribed manner: failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953—November	3,219,000	3,065,400	153,600
October	3,211,000	3,091,600	119,400
September	3,215,000	3,103,700	111,300
August	3,190,000	3,079,100	110,900
July	3,185,000	3,065,200	119,800
June	3,153,000	3,009,900	143,100
May	3,166,000	2,950,800	215,200
April	3,278,000	2,917,900	360,100†
March	3,280,000	2,916,800	363,200†
February	3,283,000	2,928,300	354,700†
January	3,286,000	3,007,400	278,600†
1952—December	3,241,000	3,079,100	161,900
November	3,186,000	3,074,500	111,500

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JANUARY 31, 1954

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
TO 1948	441,772,355 96	87,948,417 69	15,449 49	35,485,221 38	565,221,444 52	117,486,505 31	.....	117,486,505 31	447,734,939 21
1949	98,581,559 98	20,924,013 71	8,359,08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	$18,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
1953	155,184,595 03	31,035 633,43	36,085 94	22,950,727 44	209,207,051 84	128,814,174 79	7,007,063 82	135,821,238 61	851,585,164 66
TO 1953	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	569,135,255 70	851,585,164 66
April	13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	19,182,442 11	850,304,754 92
May	13,369,793 82	2,676,051 96	625 00	2,065,494 36	18,111,965 14	12,188,755 09	196,987 95	12,385,743 04	856,030,977 02
June	12,418,746 38	2,484,024 75	3,195 50	2,022,231 63	16,928,198 26	8,398,564 65	cr. 7,868 25	8,390,696 40	864,568,478 88
July	13,194,627 63	2,636,424 22	5,064 82	2,119,370 11	17,955,486 78	7,139,851 79	8,205 64	7,148,057 43	875,375,908 23
August	13,905,701 60	2,780,380 97	3,593 10	2,157,977 61	18,847,653 28	6,400,262 22	1,917 80	6,402,180 02	887,821,381 49
September	13,402,103 70	2,685,145 23	3,009 80	2,133,540 21	18,223,798 94	6,729,953 93	402 50	6,730,356 43	899,314,824 00
October	13,498,551 90	2,696,174 86	4,530 50	2,238,467 95	18,437,725 21	7,592,476 56	cr. 6,472 50	7,586.004 06	910,166,545 15
November	14,022,355 04	2,803,687 10	2,810 14	2,250,384 31	19,079,236 59	10,162,162 15	cr. 626 90	10,161,535 25	919,084,246 49
December	13,886,441 86	2,773,904 79	2,990 00	2,305,705 27	18,969,041 92	16,872,374 88	cr. 680 05	16,871,694 83	921,181,593 58
TO 1954 January	*12,938,114 30	2,592,422 55	2,035 00	2,299,951 83	17,832,523 68	23,939,464 67	1,202,639 50	25,142,104 17	913,872,013 09
SUB-TOTAL	133,883,908 58	26,778,195 93	30,040 15	21,595,517 51	182,287,662 17	115,804,998 31	4,195,815 43	120,000,813 74	913,872,013 09
TOTAL	1,216,486,942 82	†245,132,070 49	175,666 58	141,213,402 64	1,603,008,082 53	665,580,346 24	23,555,723 20	689,136,069 44	913,872,013 09

* Stamps $5,821,850.33 Meter $1,636,161.10 Bulk $5,389,457.31 D.V.A. $90,645.56. Total $12,938,114.30

† Government Refunds re Supplementary Benefit classes 3 and 4; July 3 1950 to date $1,827,834.25

TABLE E-7.—INITIAL CLAIMS FOR SUPPLEMENTARY BENEFIT AND THEIR DISPOSITION, DECEMBER*

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims Considered December, 1952	Claims Considered December, 1953	Entitled to Benefit		Not Entitled to Benefit
			Class 1	Class 2	
Newfoundland	384	507	68	147	292
Prince Edward Island	154	199	76	61	62
Nova Scotia	812	1,073	513	192	368
New Brunswick	948	1,431	512	365	554
Quebec	5,824	7,270	3,147	1,476	2,647
Ontario	5,999	8,573	3,629	2,246	2,698
Manitoba	1,811	2,214	1,049	552	613
Saskatchewan	898	948	182	340	426
Alberta	1,089	1,454	474	400	580
British Columbia	3,303	4,154	1,964	852	1,338
CANADA	20,682†	27,823†	11,614	6,631	9,578

* See explanatory note on p. 430.
† There were, in addition, 18 renewal claims in December, 1953, and 27 in December, 1952.

86933—10

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO FEBRUARY 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·3	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·0	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	115·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	114·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·9
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2
April	114·6	110·9	122·7	109·7	116·9	115·0
May	114·4	110·1	122·9	110·1	116·6	115·1
June	114·9	111·4	123·6	110·1	116·6	115·1
July	115·4	112·7	123·9	110·3	117·0	115·2
August	115·7	112·8	124·1	110·4	117·2	115·8
September	116·2	114·0	124·2	110·4	117·4	115·9
October	116·7	115·5	124·5	110·3	117·5	116·0
November	116·2	113·4	125·0	110·3	117·4	116·3
December	115·8	112·1	125·2	110·2	117·4	116·3
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House-hold Operation	Other Commo-dities and Services
	Jan. 2nd, 1953	Dec. 1st, 1953	Jan. 2nd, 1954					
St. John's, Nfld.	102·4	102·7	102·6	101·0	107·3	101·6	104·1	101·9
Halifax	112·8	113·2	113·2	105·5	119·6	116·9	119·0	115·6
Saint John	114·7	115·5	115·4	110·3	116·9	119·9	117·2	119·4
Montreal	115·7	116·7	116·7	115·1	131·8	111·0	116·1	115·4
Ottawa	114·4	115·5	115·3	110·3	125·0	113·5	116·4	117·4
Toronto	115·9	117·6	117·7	110·2	137·9	112·6	117·8	117·5
Winnipeg	113·7	114·7	114·9	110·9	122·4	116·1	113·2	116·3
Saskatoon—Regina	111·9	113·3	113·2	110·2	112·1	116·3	118·1	111·7
Edmonton—Calgary	112·6	114·5	114·4	109·9	119·0	114·2	115·1	117·8
Vancouver	116·2	116·3	116·2	110·8	123·7	112·6	123·7	117·5

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

(1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Year 1951	Jan. 1951	Year 1952	Jan. 1952	Year 1953	Jan. 1953	Dec. 1953	Jan. 1954	Price Jan. 1954
Beef, sirloin steak	lb.	47·4	61·0	143·5	124·1	132·7	151·6	113·0	119·3	104·8	106·2	74·8
Beef, round steak	lb.	44·1	59·1	142·9	123·7	133·3	151·7	112·0	118·6	103·7	105·2	70·5
Beef, blade	lb.	43·7	52·7	151·3	130·3	133·5	160·6	106·2	115·8	98·2	99·9	48·3
Beef, stewing boneless	lb.	41·0	48·5	155·3	132·3	142·6	166·6	115·2	125·6	105·5	106·4	49·6
Lamb, leg roast	lb.	42·2	60·3	130·1	113·8	126·7	136·8	112·2	112·9	103·2	107·2	77·2
Pork, fresh loin centre-cut	lb.	53·3	61·2	114·8	104·0	99·0	104·6	113·7	101·9	116·1	118·1	75·4
Pork, fresh shoulders, hock off	lb.	50·2	54·2	117·9	104·5	101·7	109·2	104·8	98·6	103·5	108·9	52·8
Bacon, side, fancy, sliced rind off	½lb.	56·2	61·2	95·4	90·3	78·4	91·0	101·0	77·4	118·0	115·6	49·0
Lard, pure, package	lb.	66·7	73·6	121·1	114·0	72·5	105·3	188·4	69·9	115·0	115·0	27·0
Shortening, package	lb.	57·4	58·6	112·4	103·7	92·3	103·4	87·4	86·7	91·1	92·3	29·8
Eggs, grade "A" large, carton	doz.	77·3	91·1	116·5	97·7	96·0	93·7	109·9	90·6	98·2	88·6	54·5
Milk	qt.	67·3	57·8	110·0	107·2	118·4	118·0	118·5	118·5	118·5	118·5	21·1
Butter, creamery, prints	lb.	58·2	61·4	104·9	98·1	102·4	110·4	100·7	103·7	102·5	102·8	66·4
Cheese, plain, processed, ½ lb.	pkg.	78·2	72·6	111·1	104·9	115·9	116·4	113·2	115·4	110·3	110·6	32·3
Bread, plain, white wrapped, sliced	lb.	66·7	66·7	115·5	109·4	119·3	119·7	121·5	117·7	126·8	126·8	12·5
Flour, all-purpose	lb.	58·4	56·8	106·9	106·2	105·9	107·6	108·9	104·7	113·3	113·3	7·9
Corn Flakes, 8 oz.	pkg.	61·6	60·9	113·8	107·1	122·4	120·3	123·2	123·2	123·2	123·2	17·4
Tomatoes, canned 2½'s	tin	64·3	67·2	115·0	97·9	143·6	140·4	121·8	130·1	109·7	107·7	21·6
Peas, 20 oz.	tin	77·9	82·4	107·2	101·0	116·9	114·9	120·0	119·5	119·5	118·9	20·9
Corn, cream, choice, 20oz.	tin.	68·5	70·7	95·9	92·9	103·2	102·1	96·3	99·9	93·6	93·6	17·9
Onions, cooking	lb.	68·9	83·8	99·4	74·3	158·6	130·3	119·8	127·7	85·6	86·9	6·4
Potatoes, No. 1 table	10lbs.	58·1	94·1	99·9	77·4	196·9	173·5	111·8	152·4	84·1	84·4	29·4
Raisins, seedless, bulk or in bag	lb.	80·0	84·6	127·5	110·8	138·9	142·2	135·2	133·2	135·5	133·8	23·6
Oranges, California	doz.	89·2	107·7	109·6	117·1	105·3	109·5	94·8	103·4	99·4	94·6	33·3
Jam, Strawberry, 16 oz.	jar	74·9	76·7	114·0	111·7	110·6	114·9	104·5	105·2	106·1	106·1	24·6
Peaches, 15 oz.	tin	69·9	73·5	105·5	102·7	104·4	106·0	97·7	99·7	96·8	96·3	19·9
Sugar, granulated, bulk or in bag	lb.	87·5	87·5	129·8	125·6	121·0	133·0	107·8	112·7	104·1	104·1	9·6
Coffee, medium quality, in bag	lb.	72·7	66·4	163·2	156·9	163·0	165·2	164·1	161·4	167·8	169·1	105·2
Tea, black, ½ lb.	pkg.	84·3	75·7	104·2	102·5	104·9	105·1	98·1	103·3	97·8	98·2	48·1

* Description and Units of Sale apply to January, 1954 Prices.

N.B. The above price averages and price relatives on the base 1949 = 100 pertain to chain and independent stores, while previously published price averages and price relatives on the base August 1939 = 100 pertained to independent stores only. The above figures are not strictly comparable to those published in this table, prior to the December issue of the Labour Gazette.

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TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	101·2	.....	[a] 68·4	[a] 49·7	63·3	82·2	74·5	[e] 51·5	59·5
P.E.I.—									
2—Charlottetown	57·2	54·2	[a] 45·0	[a] 38·5	35·8	71·2	57·8	45·2	48·8
Nova Scotia—									
3—Halifax	78·3	68·7	43·9	[a] 44·7	42·2	76·8	[c] 53·9	56·4	56·9
4—Sydney	67·9	61·9	[a] 44·5	48·7	45·3	73·0	55·5	51·2	49·4
New Brunswick—									
5—Moncton	68·0	62·0	47·1	42·0	36·6	75·6	53·2	51·4	52·7
6—Saint John	75·2	68·4	[a] 48·1	48·9	43·8	75·7	54·2	55·5	50·0
Quebec—									
7—Chicoutimi	91·0	87·2	58·2	47·4	44·7	70·8	64·8	46·6	48·5
8—Hull	68·3	69·2	46·6	46·4	38·7	74·4	52·2	46·4	53·1
9—Montreal	89·0	83·1	[a] 47·7	50·9	41·5	74·2	55·9	49·2	59·7
10—Quebec	85·6	76·7	[a] 42·7	42·1	45·6	63·8	53·1	43·4	54·4
11—Sherbrooke	81·4	74·3	51·5	53·2	37·9	71·1	56·4	49·5	44·8
12—Sorel	81·3	75·4	51·7	43·4	43·0	68·0	52·4	48·4	59·5
13—Three Rivers	90·0	77·5	42·1	42·8	39·3	69·0	54·5	49·4	60·2
Ontario—									
14—Brantford	71·7	68·6	54·1	50·5	37·7	76·1	51·7	50·8	51·7
15—Cornwall	68·7	68·6	[a] 44·7	47·8	38·1	70·6	51·8	49·4	57·0
16—Fort William	71·0	69·0	[a] 49·3	51·7	42·4	71·6	.....	48·4	58·0
17—Hamilton	76·4	71·8	50·4	52·4	42·7	79·9	48·5	51·5	52·4
18—Kirkland Lake	72·0	68·2	[a] 48·2	47·4	41·2	74·2	[d] 57·0	55·6	58·7
19—London	74·1	70·3	48·6	47·4	42·0	77·3	51·3	51·4	53·6
20—North Bay	68·2	64·5	50·7	45·5	42·3	71·5	.....	50·3	50·8
21—Oshawa	69·0	67·8	46·1	46·3	39·4	76·1	45·5	49·4	48·1
22—Ottawa	71·2	67·6	47·2	48·1	35·5	74·0	49·2	46·2	54·8
23—Sault Ste. Marie	67·8	67·2	[a] 47·0	51·7	46·5	74·2	57·8	50·2	55·8
24—Sudbury	67·2	66·8	[a] 49·3	50·4	40·2	70·0	[d] 58·4	47·7	49·7
25—Toronto	76·8	73·3	[a] 52·4	48·9	40·2	77·9	47·3	49·6	48·1
26—Windsor	68·1	65·0	[a] 47·3	52·6	40·0	78·4	[d] 53·9	51·2	55·8
Manitoba—									
27—Winnipeg	72·9	66·7	50·6	49·5	44·6	71·4	[d] 56·0	48·5	50·4
Saskatchewan—									
28—Regina	70·4	65·7	[a] 49·2	48·9	40·0	67·3	[d] 54·1	51·1	52·5
29—Saskatoon	72·8	72·2	[a] 52·2	57·8	44·6	67·1	[d] 57·7	47·7	50·9
Alberta—									
30—Calgary	69·5	64·7	56·0	51·8	39·3	67·6	[d] 58·4	47·2	52·1
31—Edmonton	67·5	63·7	[a] 43·0	49·2	40·2	63·0	44·7	47·4	44·8
British Columbia—									
32—Prince Rupert	84·5	76·5	[a] 56·0	59·3	46·7	76·0	64·3	50·9	63·7
33—Trail	77·2	69·5	[a] 52·5	60·8	.....	73·8	63·3	50·5	63·3
34—Vancouver	86·4	75·5	56·9	56·5	47·3	77·7	[d] 62·2	50·9	55·3
35—Victoria	88·5	79·4	58·2	57·2	51·2	77·2	57·2	49·8	54·0

FOODS AND COAL BY CITIES, JANUARY, 1954

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	.....	8·7	12·7	20·7	11·0	59·2	[f] 79·6	[h] 32·0	76·1
P.E.I.—									
2—Charlottetown	.....	8·9	14·4	19·2	10·1	52·1	[g] 51·6	17·0	69·0
Nova Scotia—									
3—Halifax	68·4	8·7	12·8	18·4	9·2	50·5	[g] 56·3	20·5	70·2
4—Sydney	64·8	9·2	14·0	19·5	10·2	49·8	[g] 63·7	22·0	70·8
New Brunswick—									
5—Moncton	66·7	9·1	15·6	18·6	9·7	52·0	[g] 60·4	20·0	69·4
6—Saint John	70·6	8·8	13·3	18·9	9·6	49·1	[g] 61·4	21·0	70·3
Quebec—									
7—Chicoutimi	.....	8·5	16·0	19·3	9·9	55·9	63·8	20·0	63·2
8—Hull	79·0	8·1	12·7	17·5	9·6	47·9	[g] 57·6	22·0	64·9
9—Montreal	83·5	8·0	12·7	17·3	9·0	50·2	57·4	20·0	65·3
10—Quebec	79·5	8·1	12·5	17·9	9·4	51·9	58·4	20·0	65·9
11—Sherbrooke	76·4	7·9	13·1	17·8	9·0	49·4	[g] 59·2	20·0	63·7
12—Sorel	89·3	7·9	12·7	17·9	9·3	49·1	[g] 53·0	19·0	64·0
13—Three Rivers	73·3	8·1	11·7	17·4	9·7	50·3	55·9	19·0	63·7
Ontario—									
14—Brantford	73·7	8·1	12·7	17·5	9·7	45·0	[g] 53·8	21·0	66·1
15—Cornwall	.....	7·9	12·7	18·2	9·9	47·1	[g] 56·0	20·0	65·4
16—Fort William	82·0	8·0	14·0	19·1	10·3	53·1	[g] 58·0	23·0	66·0
17—Hamilton	81·9	8·2	12·7	17·6	9·8	45·5	[g] 55·5	22·0	66·7
18—Kirkland Lake	76·3	8·4	12·0	18·9	10·8	51·4	58·0	25·0	67·8
19—London	76·8	8·2	12·7	17·4	9·7	46·0	[g] 51·5	21·0	66·5
20—North Bay	81·0	8·4	13·0	19·4	11·2	49·2	[g] 59·5	22·0	67·8
21—Oshawa	.....	8·0	12·7	17·4	9·5	45·9	[g] 54·0	21·0	66·6
22—Ottawa	73·3	8·2	12·7	17·5	9·7	48·7	58·8	21·6	66·3
23—Sault Ste. Marie	.....	8·5	13·3	19·3	10·8	49·0	56·1	23·0	68·2
24—Sudbury	.....	8·6	13·3	18·4	10·9	48·6	57·7	23·0	68·0
25—Toronto	77·9	7·9	12·7	17·4	9·3	44·3	[g] 54·0	22·0	66·8
26—Windsor	71·2	8·4	12·7	17·9	9·9	48·5	54·9	22·0	67·6
Manitoba—									
27—Winnipeg	72·9	7·7	15·0	17·7	11·4	[t] 70·3	[g] 53·0	21·0	65·5
Saskatchewan—									
28—Regina	72·5	8·1	14·4	18·5	12·0	[t] 66·6	50·2	20·0	64·5
29—Saskatoon	.....	7·9	13·6	17·7	13·9	[t] 63·1	[g] 50·0	20·5	65·0
Alberta—									
30—Calgary	75·2	7·7	14·4	18·2	11·5	[t] 61·9	[g] 54·5	21·0	66·3
31—Edmonton	68·6	7·9	14·4	17·9	11·5	[t] 63·7	[g] 52·7	20·0	67·9
British Columbia—									
32—Prince Rupert	83·0	8·8	15·0	18·6	11·0	[t] 63·0	59·8	31·0	69·6
33—Trail	84·8	7·9	17·0	18·4	11·5	[t] 63·8	62·7	25·0	67·8
34—Vancouver	76·9	7·9	16·0	17·7	9·6	[t] 58·2	[g] 55·9	21·4	68·4
35—Victoria	83·4	8·0	16·0	18·1	9·8	[t] 58·0	[g] 60·5	24·0	69·4

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	35·1	32·7	.....	34·4	.....	19·2	s 48·8	29·7	25·7	23·5
P.E.I.—										
2—Charlottetown	36·4	.....	29·2	31·8	28·4	20·1	20·1	26·9	22·8	21·6
Nova Scotia—										
3—Halifax	34·7	39·5	29·1	31·1	24·9	18·8	21·4	24·0	23·5	19·7
4—Sydney	36·1	38·1	29·8	30·3	25·8	20·6	23·0	25·1	22·8	20·3
New Brunswick—										
5—Moncton	34·9	38·4	30·2	30·9	25·2	18·4	22·2	23·4	23·6	19·6
6—Saint John	35·4	39·1	30·3	30·7	25·6	18·0	20·9	21·5	24·1	18·8
Quebec—										
7—Chicoutimi	36·1	.....	25·3	34·4	27·1	18·7	.....	20·6	23·0	19·5
8—Hull	32·5	.....	27·4	29·3	24·8	16·7	20·2	19·4	20·5	16·8
9—Montreal	32·3	.....	28·2	31·1	25·0	17·3	19·6	18·7	20·7	18·7
10—Quebec	33·9	.....	28·9	31·5	25·9	17·2	20·2	21·5	21·0	17·8
11—Sherbrooke	33·9	.....	25·0	30·6	24·3	17·6	20·9	18·7	20·6	19·4
12—Sorel	33·1	.....	28·1	30·0	25·9	17·1	21·3	18·9	19·1	17·1
13—Three Rivers	33·6	.....	25·4	29·4	25·4	18·4	22·3	18·7	21·1	20·0
Ontario—										
14—Brantford	32·1	39·3	27·6	29·5	24·7	18·1	20·5	22·7	21·1	17·4
15—Cornwall	33·2	37·7	28·5	29·5	24·8	17·0	20·4	19·6	19·6	18·4
16—Fort William	34·4	39·7	27·7	30·0	24·6	19·9	20·7	22·3	22·5	19·3
17—Hamilton	32·6	39·2	27·9	30·7	24·3	17·4	19·8	22·2	22·1	16·3
18—Kirkland Lake	32·2	38·8	30·6	30·8	26·4	19·0	22·3	21·5	22·5	18·9
19—London	31·5	38·8	30·0	29·1	25·2	18·7	19·8	23·3	21·0	17·3
20—North Bay	33·6	39·8	30·5	30·5	29·2	19·0	.....	23·0	22·5	18·1
21—Oshawa	32·5	39·8	29·6	29·3	23·7	17·2	.....	21·8	20·9	16·6
22—Ottawa	33·0	39·3	28·2	30·5	24·8	17·5	21·1	20·3	22·1	16·8
23—Sault Ste. Marie	34·4	39·6	30·1	30·7	26·4	18·3	.....	21·9	22·3	18·2
24—Sudbury	34·0	38·0	27·8	30·2	25·8	18·5	.....	20·5	22·5	16·3
25—Toronto	32·5	39·4	28·3	29·7	23·4	17·3	20·2	21·6	21·0	16·4
26—Windsor	32·9	39·5	29·3	30·4	25·0	18·4	21·4	21·8	m 16·8	m 16·0
Manitoba—										
27—Winnipeg	34·0	41·1	25·6	29·5	24·6	17·7	21·9	23·8	m 18·8	19·0
Saskatchewan—										
28—Regina	34·8	41·0	25·1	31·6	25·2	19·3	23·3	24·6	22·9	20·5
29—Saskatoon	33·9	39·5	23·4	30·4	24·8	19·4	21·9	24·5	22·9	20·3
Alberta—										
30—Calgary	33·1	40·5	23·4	31·1	24·2	19·0	21·2	26·5	20·8	20·9
31—Edmonton	34·1	41·8	24·1	32·1	24·8	19·3	21·5	26·7	22·5	22·7
British Columbia—										
32—Prince Rupert	35·9	40·4	27·4	33·0	26·1	21·8	24·3	28·9	m 20·1	m 18·9
33—Trail	36·2	39·8	27·0	31·8	.....	22·6	24·5	29·5	m 20·6	m 21·0
34—Vancouver	34·5	40·0	28·2	29·3	23·9	18·2	21·4	27·2	m 15·5	m 15·9
35—Victoria	34·0	39·8	29·0	30·0	23·0	18·4	20·6	26·7	m 18·4	m 17·1

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, JANUARY, 1954

Bureau of Statistics

Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ¼ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	42·6	31·6	37·8	9·0	34·5	26·1 k	62·2 w	125·1 v	.....	22.75
P.E.I.—										
2—Charlottetown	37·2	23·0	20·2	7·8	28·8	27·6 n	49·2	117·3 v	.....	17.50
Nova Scotia—										
3—Halifax	34·8	21·3	24·3	6·3	27·9	24·0	48·1	115·9	.....	19.50
4—Sydney	36·3	25·6	23·3	5·9	30·3	25·6 n	48·5	121·8 v	.....	13.60
New Brunswick—										
5—Moncton	36·9	22·1	22·8	6·6	29·3	25·5 n	48·2	113·2	.....	18.77
6—Saint John	36·0	21·8	20·6	7·1	29·9	27·2 n	49·5	116·7 v	.....	19.75
Quebec—										
7—Chicoutimi	33·9	18·9	28·6	9·7	31·7	27·9 n	56·0	112·8 v	30.50	.....
8—Hull	30·0	19·0	26·6	9·3	28·3	25·3 n	52·8	113·1	28.50	.....
9—Montreal	35·1	17·0	24·7	8·5	29·2	25·0 n	48·6	110·5	27.57	.....
10—Quebec	34·5	18·1	23·5	8·2	29·2	26·7 n	51·0	112·0	29.19	.....
11—Sherbrooke	34·5	17·7	23·9	7·7	29·6	25·1 n	53·3	111·0	27.75	.....
12—Sorel	35·1	18·3	26·1	8·8	27·6	23·3 n	53·0	110·9	27.00	.....
13—Three Rivers	31·2	18·4	24·7	7·9	28·0	25·5 n	54·3	112·6 v	27.00	.....
Ontario—										
14—Brantford	31·2	18·8	28·2	5·0	29·9	23·1	52·2	107·7	27.00	.....
15—Cornwall	31·2	18·8	27·1	6·9	28·6	24·2 n	52·0	108·9	29.75	.....
16—Fort William	34·5	19·8	37·2	6·6	26·7	25·6 n	51·1	107·2	26.62	.....
17—Hamilton	32·7	19·2	28·9	5·8	28·6	23·4 n	50·2	107·9	26.44	.....
18—Kirkland Lake	35·7	19·6	34·5	6·3	28·0	25·4	54·8	102·2	32.00	.....
19—London	32·4	19·1	29·9	6·5	28·7	22·5	49·1	106·7	27.00	.....
20—North Bay	34·2	20·2	30·7	5·7	.....	23·2 k	53·7	116·4	29.75	.....
21—Oshawa	33·9	19·6	28·2	5·1	27·0	22·8	55·2	105·8	28.00	.....
22—Ottawa	31·2	19·0	26·6	8·0	28·8	24·6 n	50·9	108·6	28.50	.....
23—Sault Ste. Marie	34·8	20·0	33·5	7·6	29·7	23·5 n	54·2	108·4	27.25	.....
24—Sudbury	34·5	19·2	31·4	5·8	27·0	24·6 k	50·4	102·2	29.70	.....
25—Toronto	30·6	19·0	28·7	5·4	28·1	24·7 n	48·6	106·0	24.57	.....
26—Windsor	32·7	19·0	28·9	5·9	31·3	25·0 n	48·7	108·2	26.00	.....
Manitoba—										
27—Winnipeg	37·8	19·9	26·8	6·0	28·0	26·2 n	48·8	107·5	.....	21.15
Saskatchewan—										
28—Regina	37·2	22·4	37·6	9·1	28·9	26·0	49·1	107·3	.....	18.50
29—Saskatoon	39·6	23·1	48·0	10·3	31·2	26·7	47·4	106·0	.....	17.98
Alberta—										
30—Calgary	36·9	23·6	38·8	8·3	29·2	24·3 n	48·1	104·7	.....	.....
31—Edmonton	38·1	23·2	45·0	9·4	29·7	26·3 n	48·8	108·4	.....	8.58
British Columbia—										
32—Prince Rupert	37·8	25·2	41·8	8·7	29·0	26·9 n	50·4	107·4	.....	22.90
33—Trail	33·3	25·0	39·6	7·9	29·8	26·1 n	50·2	101·5	.....	19.75
34—Vancouver	31·8	19·9	40·9	8·0	25·6	23·6 n	48·1	102·2	.....	21.02
35—Victoria	30·6	20·2	40·3	7·8	28·0	23·7 n	46·4	104·2	.....	22.25

carton and loose. (h) Evaporated milk, 17·0 ¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5. INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936–39 =1000	1st quarter 1949 =1000
	(a)	(b)		(b)					(c)			(d)	(d)
1933	58·8	55·3	.....	(i) 140	(k) 151	.....	.....	.....	(e) 131	99	93·2	.....	600
1939	63·2	59·4	100·0	(i) 158	(k) 178	(m) 108	.....	107·5	(e) 138	(k) 103	99·9	1029	748
1940	65·7	59·9	100·7	(i) 184	(k) 205	(m) 129	.....	122·5	(e) 151	113	103·4	1051	782
1941	69·6	62·9	104·4	(i) 199	(k) 226	(m) 150	.....	141·7	(e) 174	138	108·2	1111	810
1944	74·6	75·2	199·1	(i) 201	(k) 295	(m) 285	.....	158·2	(e) 207	279	128·8	1270	872
1945	75·0	76·9	213·5	(i) 203	(k) 295	(m) 393	.....	157·5	(e) 209	293	132·2	1270	884
1946	77·5	83·4	266·7	(i) 203	(k) 291	(m) 645	.....	160·3	(e) 208	287	134·1	1278	891
1947	84·8	95·5	300·3	(i) 203	.....	(m) 1030	4575	162·1	(e) 217	279	139·7	1309	919
1948	97·0	102·8	318·9	(j) 108	(l) 99	(m) 1632	4847	172·4	(e) 224	281	147·8	1392	992
1949	100·0	101·8	336·0	(j) 111	(l) 100	(m) 1818	4915	175·9	(e) 222	278	153·2	1528	1009
1950	102·9	102·8	356·2	(j) 114	(l) 101	(m) 1945	4849	177·7	159·1	293	159·3	1669	1066
1951	113·7	111·0	401·0	(j) 124	(l) 109	130·1	5320	207·5	166·7	319	171·0	1906	1183
1952	116·5	113·5	455·7	102·6	(l) 118	145·4	5546	223·0	171·0	317	(n) 185·9	2337	1275
1952 March	116·9	112·4	448·8	100·6	.....	148·1	5475	220·3	170·8	326	182·1	2366	1253
April	116·8	112·9	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	115·9	113·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	116·0	113·4	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	116·1	114·1	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	116·0	114·3	466·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	116·1	114·1	464·1	103·0	.....	145·7	5615	224·9	171·6	316	190·3	2524	1284
October	116·0	114·2	465·0	103·9	.....	144·9	5626	224·3	171·1	298	191·1	.....	.....
November	116·1	114·3	467·6	103·8	123	144·4	5633	224·2	171·2	298	191·4	.....	.....
December	115·8	114·1	432·7	104·5	.....	145·4	5612	224·3	171·0	296	190·6	2530	1294
1953 January	115·7	113·9	462·4	104·4	.....	145·6	5603	224·3	169·9	296	189·5	.....	.....
February	115·5	113·4	457·2	104·7	123	146·0	5614	223·9	169·5	296	188·9	.....	.....
March	114·8	113·6	449·9	105·4	.....	145·2	5613	224·4	169·3	299	189·4	2558	1307
April	114·6	113·7	449·1	106·4	.....	144·7	5668	224·2	168·8	299	189·9	.....	.....
May	114·4	114·0	448·6	106·0	126	145·5	5702	224·4	169·5	295	190·7	.....	.....
June	114·9	114·5	449·4	106·6	.....	145·4	5718	224·1	169·7	293	193·6	2586	1322
July	115·4	114·7	447·5	106·6	.....	143·7	5633	223·3	169·5	296	192·7	.....	.....
August	115·7	115·0	.....	105·9	125	143·1	5617	224·0	169·7	295	195·8	.....	.....
September	116·2	115·2	.....	105·7	.....	141·0	5642	224·0	170·2	295	196·5	2618	1337
October	116·7	115·4	.....	105·7	.....	141·0	5664	224·2	170·4	.....	196·0	.....	.....
November	116·2	115·0	.....	106·0	.....	141·3	5750	.....	170·4	.....	193·6	.....	.....
December	115·8	114·9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1954 January	115·7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. *(b)* Middle of month. *(c)* Last week of month. *(d)* Quarterly. *(e)* Years 1918–49 on base June 1914 = 100. *(f)* Yearly averages are for period from July of preceding year to June of year specified. *(g)* July. *(h)* Annual averages 1926–46 are on base July, 1914 = 100. *(i)* Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. *(j)* Series on June, 1947 base. *(k)* Average June–December. *(l)* Average of quarterly indexes. *(m)* annual averages 1939–1950 are on base 1938 = 100. *(n)* Revised.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939 = 100)

SOURCE: Dominion Bureau of Statistics

——	1913	1918	1929	1933	1939	1951	1952	Dec. 1952	Nov. 1953	Dec. 1953
All Commodities Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	240·2	226·0	221·1	218·8	219·0
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	218·6	210·3	202·8	196·0	197·7
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	297·7	248·2	237·3	239·0	239·1
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	295·9	251·5	241·4	237·1	235·3
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	295·5	291·0	289·9	285·2	285·0
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	208·7	219·0	221·5	222·3	222·0
*VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	180·6	172·9	167·7	166·5	166·1
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	169·8	173·9	174·9	178·4	179·1
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	187·3	180·1	176·1	173·6	174·2
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	237·9	218·7	210·0	203·2	204·4
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	242·4	230·7	227·8	228·1	227·6
Non-Residential Building Materials (1949 = 100)					60·3	118·6	123·2	124·2	123·7	123·6
Residential Building Materials			112·4	89·0	102·3	286·2	284·8	283·3	279·4	278·2
Canadian Farm Products Total			140·8	69·3	92·6	268·6	249·0	233·1	204·9	206·8
Field			137·2	69·3	83·7	200·4	220·5	197·9	151·7	151·9
Animal			144·4	69·2	101·5	336·9	277·5	268·3	258·0	261·6

* Gold is included from 1935 to date.

The indexes for 1953 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1954, JANUARY AND DECEMBER, 1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
January, 1954*.....	24‡	24	10,619‡	10,619	156,969	0·19
December, 1953*.....	7	25	1,188	11,257	264,745	0·32
January, 1953*.....	14‡	14	2,136‡	2,136	31,050	0·04

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY 1954 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to January 1954				
MINING—				
*Gold miners and mill workers, Pamour, Ont.	1	89	2,000	Commenced July 11, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, pay for six statutory holidays, check-off and extension of vacation plan, following reference to conciliation board; partial return of workers; unterminated.
*Gold miners and mill workers, Pamour, Ont.	1	166	4,100	Commenced July 11, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, pay for six statutory holidays, check-off, extension of vacation plan, and welfare and pension plans, following reference to conciliation board; unterminated.
*Gold miners and mill workers, South Porcupine, Ont.	1	415	10,300	Commenced July 13, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, pay for six statutory holidays, check-off, extension of vacation plan, and welfare and pension plans, following reference to conciliation board; unterminated.
Gold and copper miners, mill and smelter workers, Noranda, Que.	1	1,600	40,000	Commenced August 22, 1953; for a new agreement providing for increased wages, check-off and reduced hours from 48 to 40 per week, following reference to arbitration board; unterminated.
*Gold miners and mill workers, Timmins, Ont.	1	230	5,700	Commenced August 25, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, pay for six statutory holidays, check-off, extension of vacation plan, and welfare and pension plans, following reference to conciliation board; unterminated.
Gold miners and mill workers, Schumacher, Ont.	1	1,201	14,400	Commenced September 22, 1953; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week, pay for eight statutory holidays instead of four, two weeks' vacations with pay after two years and three weeks after 15 years, following reference to conciliation board; terminated January 15; conciliation; compromise.
Gold and copper miners, mill and smelter workers, Noranda, Que.	1	572	14,300	Commenced October 2, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY 1954 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to January 1954—Continued				
Gold miners and mill workers, Timmins, Ont.	1	354	7,700	Commenced October 13, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of four, shift differential and extension of vacation plan, following reference to conciliation board; terminated January 27; negotiations; compromise.
Copper miners and mill workers, Normetal, Que.	1	425	10,625	Commenced October 17, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.
Copper miners and mill workers, Noranda, Que.	1	347	8,675	Commenced October 21, 1953; for a new agreement providing for increased wages retroactive to Feb. 20–53, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays, shift differential and welfare and pension plans, following reference to arbitration board; unterminated.
Gold miners and mill workers, Schumacher, Ont.	1	190	3,990	Commenced October 26, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to conciliation board; terminated January 26; negotiations; compromise.
MANUFACTURING—				
Pulp, Paper and Paper Products—				
Paper mill workers, Beauharnois, and Crabtree Mills, Que.	2	[3] 461	2,575	Commenced September 23, 1953, for new agreements providing for reduced hours from 48–50 to 40 per week with same take-home pay and night shift differential, following reference to arbitration board; terminated January 6 and 12; negotiations; compromise.
Miscellaneous Wood Products—				
Saw and lumber mill workers, Northern Interior British Columbia	40	1,500	3,500	Commenced September 28, 1953; for new agreements providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, pay for three statutory holidays and closed shop, following reference to conciliation board; terminated by January 5; negotiations; compromise.
Saw and lumber mill workers, Interior British Columbia.	11	825	18,000	Commenced October 16, 1953; for new agreements providing for increased wages and other changes, following reference to conciliation board; terminated by January 30; mediation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY 1954 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to January 1954—Concluded				
Saw mill workers, Stellarton, N.S.	1	35	875	Commenced October 19, 1953; for a union agreement providing for increased wages, reduced hours from 46¾ to 44 per week with same take-home pay and other changes, following reference to conciliation board; unterminated.
Metal Products— Skate factory workers, Kitchener, Ont.	1	44	800	Commenced May 14, 1953; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; unterminated.
Metal containers factory workers, Toronto, Ont.	3	510	1,500	Commenced December 2, 1953; for a new agreement providing for increased wages and other changes; terminated January 6; negotiations; compromise.
Metal containers factory workers, Vancouver, B.C.	1	276	1,900	Commenced December 3, 1953; for a new agreement providing for increased wages and other changes; terminated January 12; negotiations; compromise
Strikes and Lockouts Commencing During January 1954				
MANUFACTURING— *Textiles, Clothing, etc.*— Felt products factory workers, Toronto, Ont.	1	24	24	Commenced January 18; alleged discrimination in lay-off of 10 workers; terminated January 18; return of workers; in favour of employer.
Men's clothing factory workers, cutters and trimmers, Toronto, Ont.	23	(4) 300	1,650	Commenced January 18; for increased wages and settlement of various grievances; terminated January 25; return of workers pending reference to arbitration; indefinite.
Miscellaneous Wood Products— Saw mill workers, Honeymoon Bay, B.C.	1	406	600	Commenced January 8; protesting employment of two electricians in mill and yard instead of at their specified trade; terminated January 9; return of workers pending negotiations; indefinite.
Metal Products— Motor vehicle factory workers, power house engineers, Windsor, Ont.	1	(5) 27	135	Commenced January 18; for a new agreement providing for increased wages retroactive to July 1-53 and time and one-half for Saturdays and Sundays, following reference to conciliation board; terminated January 22; conciliation, civic; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY 1954 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars( )
	Establishments	Workers		
Strikes and Lockouts Commencing During January 1954—Concluded				
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Cornwall, Ont.	10	400	3,400	Commenced January 11; for implementation of award of conciliation board for union shop clause in new agreement under negotiations; terminated January 20; negotiations; in favour of workers.
TRADE—				
Milk salesmen and dairy workers, Windsor, Ont.	1	222	220	Commenced January 8; for a new agreement providing for increased wages, triple time for holidays and time and one-half for Sundays, and extension of vacation plan, following reference to conciliation board; terminated January 8; conciliation; compromise.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 54 indirectly affected; (4) 2,900 indirectly affected: (5) 3,200 indirectly affected.

* Stoppages at these four mines were previously listed as one strike.

APRIL 15, 1954

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

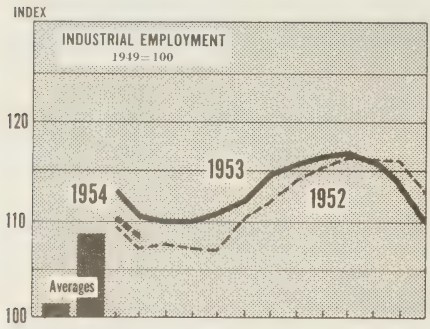
EMPLOYMENT increased slightly during March, indicating that the seasonal low in economic activity was probably reached in late February. While a small increase occurred in unemployment, this was primarily due to an increase in the labour force. During the month ending March 20, the number of persons working 35 hours or more increased and that of persons working less than 35 hours decreased. While over-all employment continued somewhat lower than last year, the extent of the difference changed very little during the month. Total labour requirements in the manufacturing, trade and service industries did not change appreciably during the month but construction and other outdoor activities showed a small seasonal increase. Within manufacturing, employment levels were maintained in the electrical apparatus, chemical, food and beverage, motor vehicles and pulp and paper industries. Employment in the clothing industry rose slightly but somewhat less than is usual for the month. A greater-than-usual seasonal increase occurred in the agricultural implement industry although employment was still considerably below last year's level. Lay-offs continued to occur in the iron and steel industries.

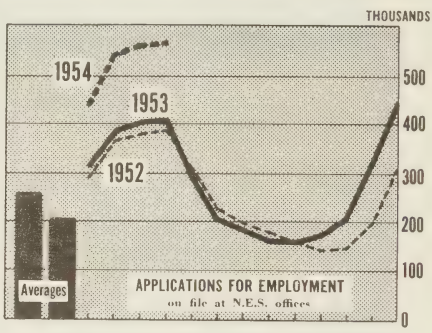
Most sections of the country reported a small increase in activity during March as a result of improved weather conditions. The upswing was most marked in Pacific Coast logging operations but construction and agriculture showed some employment increases in all regions. The main offsetting factors were the completion of the winter's pulpwood cut, reduced lumber operations and the declining level of coal production. These factors dominated employment conditions in the Atlantic and Quebec regions.

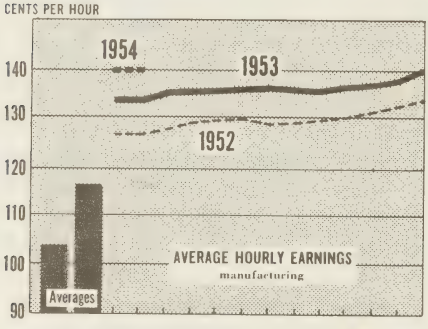
The net effect of these developments was a slight increase in unemployment and a considerably greater increase in full-time employment. The Dominion Bureau of Statistics survey for the week ended March 20 estimated the number of persons in the civilian labour force to be 5,236,000, of which 4,918,000 had jobs and 318,000 were without jobs and seeking work. The total number of persons with jobs remained unchanged from a month earlier. Within this group, however, there was an increase of 17,000

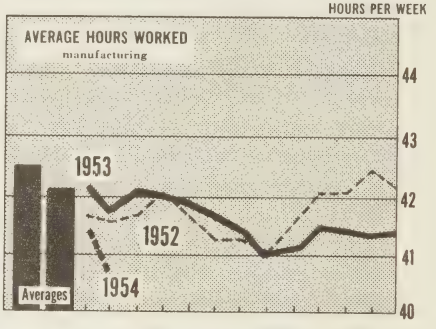
A Monthly *Labour Gazette* Feature

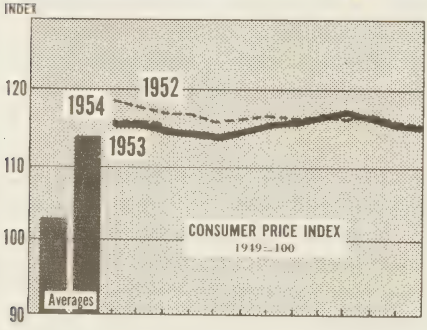
CURRENT LABOUR TRENDS

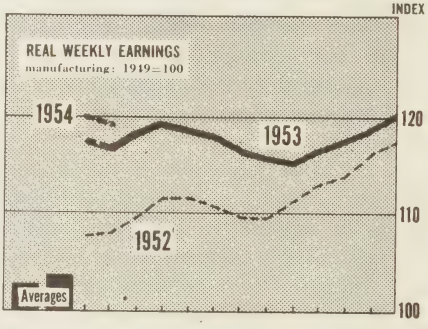


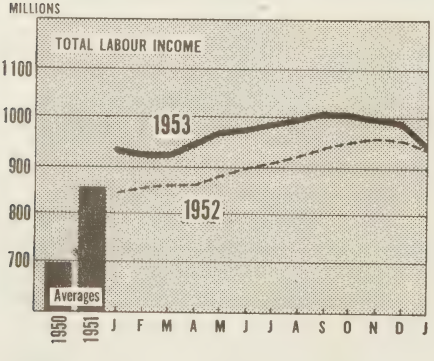


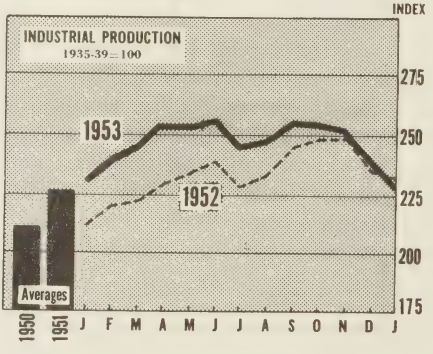












fully employed persons and a somewhat smaller drop in the number employed less than full time. The number of persons without jobs and seeking work showed an increase of 6,000, which was matched by an equal increase in the labour force.

Year-to-year comparisons of these employment and unemployment indicators showed that there was little change between February and March. The main year-to-year differences in the labour force as at March 20 were an increase of 44,000 in the labour force, an increase of 146,000 in the number of persons without jobs and seeking work and a decrease of 102,000 in the number holding jobs.

National Employment Service statistics also indicate higher unemployment this spring. Applications for employment at all offices at March 18 totalled 569,900, representing a year-to-year increase of 161,900. The increase amounted to about 60,000 in Ontario, 50,000 in Quebec, 20,000 in the Atlantic and in the Prairie regions and 10,000 in the Pacific region. In relation to the number of wage and salary workers in each region, however, the increase was greatest in the Atlantic region, followed by the Quebec, Ontario, Prairie and Pacific regions.

Industrial employment at the first of February reflected the lower level of activity this winter. Over-all employment in manufacturing was 3.4 per cent below the same month in 1953, continuing the declining trend of earlier months. Forestry and mining employment were markedly below last year's levels and slight year-to-year declines were also apparent in the transportation and service industries. The major industrial groups registering year-to-year increases were public utilities, trade and finance, insurance and real estate.

Within manufacturing, employment declined in a number of industries. The greatest year-to-year declines were in farm implements (-26.6 per cent), textiles (-16.5 per cent), clothing (-10.6 per cent), leather products (-9.7 per cent) and iron and steel products (-9.7 per cent). In the case of leather and clothing, however, January and February was a period of usually high activity in 1953. Increases in employment occurred in industries manufacturing paper products (+4.9 per cent), printing and publishing (+3.2 per cent), motor vehicles (+10.6 per cent), electrical apparatus (+5.8 per cent) and chemical products (+3.9 per cent).

During January 1954, employment in most seasonal industries either declined more, or failed to increase as much as usual. There were, however, some important exceptions. Employment in retail trade and food and beverages declined less than the average seasonal decline for January (1947-51 average). Similarly, employment in the agricultural implements, motor vehicles, rubber products and tobacco industries rose more than the average. The same was true in metal mining, although this was largely the result of strike settlements. On the other hand, employment declined more than the seasonal average in the non-metal mining, wood products, paper products and construction industries. The usual seasonal rise in employment failed to occur in the coal mining, clothing and iron castings industries and employment declined in iron and steel products, primary iron and steel and electrical apparatus and supplies, whereas it usually increases seasonally in these industries during January.

Labour-Management Relations

DURING the past month, collective bargaining resulted in the signing of a large number of agreements. Most of them, however, were one-plant agreements covering relatively small groups of workers. Few, if any, could be considered pattern-setting contracts.

Efforts at settlement were still being made at the middle of April in the important bargaining which has been in progress for some time in the railways, basic steel, automobile and electrical products industries (L.G., Mar., pp. 332-33). Important negotiations were scheduled to begin about the middle of April in the West Coast logging and lumbering industry. During March and the first part of April, bargaining became more widespread in the construction and urban transportation industries, and in municipal governments.

Although many more agreements were being negotiated during March and early April than during the first two months of the year, work stoppages were less frequent. Preliminary figures for March 1954 show that less time was lost through strikes and lockouts in March than in any month since April 1951 and that fewer workers were involved in work stoppages than in any month since November 1944. Preliminary statistics show that 18 strikes and lockouts were in progress during March; workers involved numbered 1,722 and time lost amounted to 13,945 man-days.

Recent Wage Rate Changes

Preliminary results from the Labour Department's sample survey of wage changes between October 1, 1953 and April 1, 1954 are shown in the accompanying table. The results are based on reports from 740 establishments on general wage adjustments during the six month period. Compared with the corresponding six-month period in 1952-53, only slight changes have occurred in the pattern of adjustments. In the six-month period ending April 1, 1954, increases in wage rates were recorded in 36 per cent of the establishments reporting, compared with 37 per cent in the same period a year earlier.

It should be noted, however, that many firms deal with wages (through collective bargaining or otherwise) at other times of the year than in the six-month survey period.

Wage Rate Changes in Six Month Periods Ending April 1953 and April 1954

(Per cent of Establishments)

Amount of Change per Hour	Six Months Ending	
	April 1, 1953	April 1, 1954
Decrease	7.9	0.8
No change	55.2	63.8
Increase		
0-4.9 cents	7.0	10.5
5 cents	5.6	7.6
5-9.9 cents	14.6	11.3
10-14.9 cents	7.5	5.0
15 cents and over	2.2	1.5
	100.0	100.0

The wage decreases shown in the table for the period ending April 1, 1953, probably occurred mainly in establishments where a cost-of-living "escalator" clause was in effect. In the 1954 period, the effect of escalator clauses was less easily determinable since the DBS consumer price index rose and fell slightly during the period on which escalator adjustments would be based. In any event, fewer escalator clauses were in operation in 1954 than in 1953 (see p. 555).

On the whole, the amount of the wage adjustments was less than a year ago. Fifty per cent of the establishments raising rates paid increases of five cents or less an hour, whereas last year only 34 per cent reported these smaller-size revisions. On the other hand, 17 per cent paid ten cents or more, compared with 26 per cent last year.

The continuing moderate upward trend in general wage levels has maintained the total Canadian labour income slightly above the level of previous years. Consequently, although total employment in Canada at the most recent month for which figures are available was lower than in the corresponding month of 1953, labour income was higher, thus helping to sustain consumer purchasing power in the economy.

Current Bargaining

West Coast Logging and Lumbering. Negotiations over contract revisions in this industry, scheduled to begin about April 15, involve more than 150 operators represented by Forest Industrial Relations Incorporated and more than 30,000 workers represented by the International Woodworkers of America (CIO-CCL). Like the non-operating railway unions, the IWA is not asking for an increase in wage rates but is concentrating on extensive changes in "fringe" benefits.

Construction. Bargaining between builders' exchanges and construction unions was in progress during April in many centres across Canada, particularly for carpenters and electricians. In most cases, wage increases are being sought. Carpenters in the Vancouver and Fraser Valley areas of British Columbia, as well as those working at the Kitimat project of the Aluminum Company of Canada, Limited, are seeking a reduction in the work week from 40 hours to 35. They also have asked for wage increases to offset, and in some cases more than offset, the proposed reduction in hours.

Municipalities. Bargaining between municipal governments and unions of civic employees has recently resulted in a number of agreements. Most of the settlements provided wage increases. Where bargaining is still in progress, wage increases, together with other benefits such as medical health plans, are usually being sought.

Urban Transportation. In this industry bargaining has been in progress in a number of larger cities, including Montreal, Winnipeg, Vancouver and Ottawa.

Recently an agreement was reached between the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) and the Montreal Transportation Commission covering approximately 4,500 workers. The agreement puts into effect an arbitration award made last fall, as well as certain further benefits since negotiated by the parties but does not include a wage increase originally requested by the union.

In Winnipeg, the One Big Union is reported seeking a 15-cent-an-hour increase and other benefits from the Transit Commission. More than 1,000 employees are affected by the negotiations.

A conciliation board in the dispute between the Ottawa Transportation Commission and its employees, represented by the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of

America (AFL-TLC), had not made a recommendation at the time of writing. Among its demands, the union requested a wage increase of 20 cents an hour. The same union is seeking a wage increase and other benefits for street railway workers in Vancouver, New Westminster and Victoria employed by the B.C. Electric Company.

Other Recent Agreements. After extensive negotiations and conciliation, a one-year agreement was recently signed by A.V. Roe Canada, Limited, and the International Association of Machinists (AFL-TLC) covering close to 10,000 aircraft workers. Under the agreement, wage rates are to be increased, working hours are to be reduced from 42½ per week to 40 and health and welfare benefits are to be improved.

An agreement was signed by the Dominion Wabana Ore Mines, Limited, in Newfoundland and the United Steelworkers of America (CIO-CCL). Approximately 1,800 iron ore miners are covered by the contract, which provides for a wage increase, a five-day, 44-hour week and other benefits.

The strike of office workers at Arvida (L.G., Mar., p. 333) was terminated when the Aluminum Company of Canada, Limited, and the National Syndicate of Aluminum Workers (CCCL) agreed to contract changes including a $2.00-a-week wage increase and a reduction of hours from 39¾ to 37½ a week.

Guaranteed Annual Wage

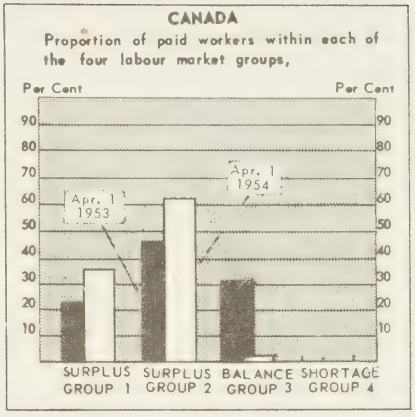
Although problems associated with union demands for a guaranteed annual wage have received much publicity, the trend of current negotiations makes it clear that the guaranteed wage will not be a major bargaining issue in Canada during 1954. The two unions in Canada with which the guaranteed annual wage question has been most frequently associated, the United Automobile Workers of America (CIO-CCL) and the United Steelworkers of America (CIO-CCL) have for some time been engaged in re-negotiating agreements without demands for the guaranteed wage.

In the United States, however, important bargaining on the subject was scheduled to get under way about the middle of April. Demands of the International Union of Electrical, Radio and Machine Workers (CIO) on the Westinghouse Electric Corporation include a guaranteed wage. This union has contracts with the company covering more than 40,000 workers. The same union has approximately 10,000 members in the Canadian electrical products industry.

In the basic steel industry in the United States, where union agreements expire at the end of June, the guaranteed annual wage has been set as one of the major demands of the United Steelworkers of America (CIO) in 1954. Whatever settlement is reached in the United States industry this year will be important to negotiations covering the Canadian industry in 1955.

The United Automobile Workers of America (CIO) has declared its intention of seeking a guaranteed wage plan when the present five-year contracts in effect in the United States automobile industry expire in 1955. Officials of the union have indicated that a guarantee will also be sought in the Canadian automobile industry at about the same time.

Manpower Situation in Local Areas



IN all probability, the winter unemployment peak was passed during late March. While the net shift in labour market classifications during the month was small, the result was a decrease in the number of substantial labour surplus areas. In each of the six months preceding March, reclassifications were all the result of increasing labour surpluses.

Labour surpluses, however, were decreasing more slowly than last March. At the beginning of April, 54 of the 109 labour market areas regularly surveyed had a substantial labour surplus. Another 51 areas had moderate labour surpluses and only four reported an approximate balance between labour supply and demand. At the same time a year earlier 26 areas were in the balanced category.

Substantial labour surpluses were largely concentrated in areas of relatively small population. Consequently, the 54 substantial surplus areas accounted for a little more than one-third of the country's wage earners. Sixty-two per cent of all wage earners were in areas classified in the moderate labour surplus category.

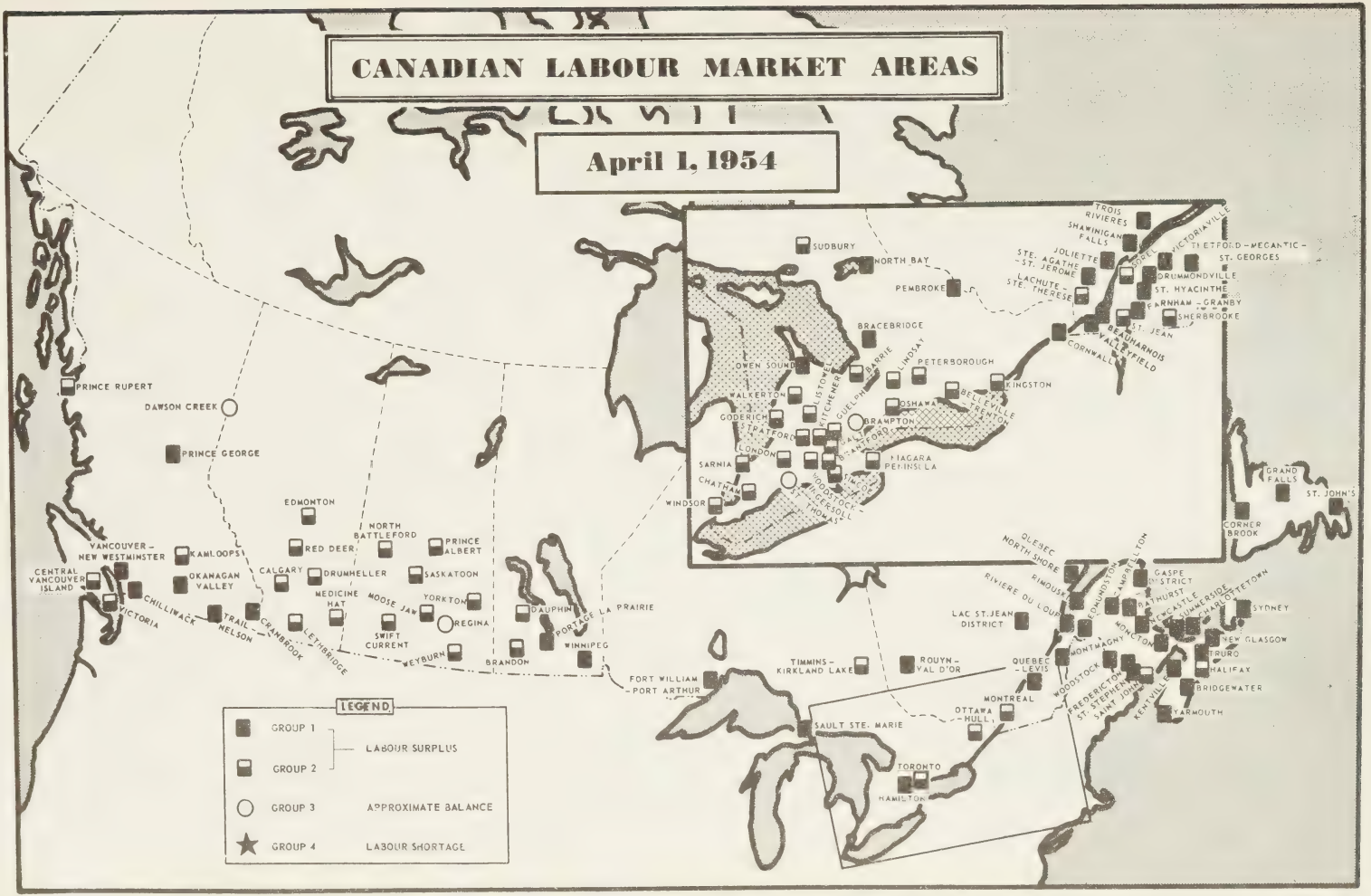
The regional pattern of supply and demand existing at the beginning of the year has shown little change. Substantial labour surpluses existed in more than four-fifths of all the areas in the Quebec and Atlantic regions and in three-fifths of the areas in British Columbia. Substantial surplus areas were in the minority in the Ontario and Prairie regions, accounting for one-fifth and one-seventh, respectively, of the totals in these regions.

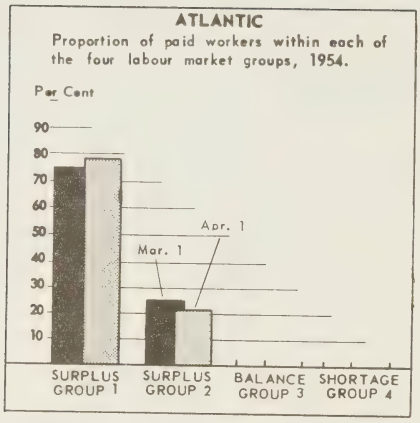
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Apr. 1 1954	Apr. 1 1953	Apr. 1 1954	Apr. 1 1953	Apr. 1 1954	Apr. 1 1953	Apr. 1 1954	Apr. 1 1953
Metropolitan	5	3	6	4	–	4	–	–
Major Industrial	12	9	15	13	–	5	–	–
Major Agricultural	3	3	10	6	1	5	–	–
Minor	34	19	20	26	3	12	–	–
Total	54	34	51	49	4	26	–	–

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, APRIL 1, 1954

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (Labour force 75,000 or more)	Hamilton Quebec-Levis St. John's Vancouver – New Westminster Winnipeg	Calgary Edmonton Montreal Ottawa – Hull Toronto Windsor		
MAJOR INDUSTRIAL AREAS (Labour force 25,000–75,000: 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham – Granby Fort William – Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn – Val d'Or Shawinigan Falls Sydney Trois Rivières	Brantford Guelph Halifax Kingston Kitchener London Niagara Peninsula Oshawa Peterborough Saint John Sarnia Sherbrooke Sudbury Timmins – Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (Labour force 25,000–75,000: 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Thetford – Megantic – St. Georges	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Saskatoon Yorkton	Regina	
MINOR AREAS (Labour force 10,000–25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Chilliwack Cranbrook Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Quebec North Shore Rimouski Sault Ste. Marie Ste. Agathe – St. Jérôme St. Hyacinthe St. Stephen Summerside Trail – Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville – Trenton Central Vancouver Island Dauphin Drumheller Galt Goderich Kamloops Lachute – Ste. Thérèse Lindsay Listowel Medicine Hat Prince Rupert Simcoe Sorel St. Jean Stratford Swift Current Walkerton Weyburn Woodstock – Ingersoll	Brampton Dawson Creek St. Thomas	


CANADIAN LABOUR MARKET AREAS
April 1, 1954
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
NORTH BATTLEFORD
RED DEER
PRINCE ALBERT
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
CALGARY
DRUMHELLER
SASKATOON
MEDICINE HAT
MOOSE JAW
YORKTON
VICTORIA
CHILLIWACK
TRAIL – NELSON
CRANBROOK
LETHBRIDGE
SWIFT CURRENT
REGINA
DAUPHIN
PORTAGE LA PRAIRIE
WEYBURN
BRANDON
WINNIPEG
FORT WILLIAM – PORT ARTHUR
SUDBURY
NORTH BAY
PEMBROKE
BRACEBRIDGE
OWEN SOUND
PETERBOROUGH
KINGSTON
WALKERTON
GODERICH
BRAMPTON
OSHAWA
SARNIA
LONDON
NIAGARA PENINSULA
WINDSOR
TROIS RIVIERES
SHAWINIGAN FALLS
JOLIETTE
STE. AGATHE – ST. JEROME
LACHUTE – STE. THERESE
THETFORD – MEGANTIC – ST. GEORGES
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM – GRANBY
SHERBROOKE
ST. JEAN
BEAUHARNOIS
CORNWALL
VALLEYFIELD
GRAND FALLS
ST. JOHN'S
CORNER BROOK
OLESEC
NORTH SHORE
RIVIERE DU LOUP
RIMOUSKI
GASPE DISTRICT
LAC ST. JEAN DISTRICT
SYDNEY
NEW GLASGOW
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
MONTMAGNY
MONCTON
QUEBEC – LEVIS
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
MONTREAL
OTTAWA – HULL
SAULT STE. MARIE
TORONTO
HAMILTON
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE



COMPLETION of hauling operations in the logging industry during March contributed most to an increase in unemployment in the Atlantic region. In addition, scattered lay-offs occurred in some manufacturing plants and employment levels in the coal mining industry declined further. As a result, the number of persons working full time during the third week in March was estimated to have dropped to 371,000, a decline of 5,000 from the previous month.

During the first quarter of 1954, total non-agricultural employment in the region was at a lower level than at the same time last year. Logging and coal mining showed the most notable year-to-year reductions in employment but almost all industries shared in the decline. The down-turn in logging activity this winter was chiefly the result of slackening in the demand for pulpwood and lumber, caused largely by more competitive markets. Consequently, employment in logging at the beginning of February was 25 per cent lower in Newfoundland and 19 per cent lower in New Brunswick than at the same time in 1953. Production and employment in the coal mining industry has failed to recover since the decline began in June 1953 following the closure of No. 1B colliery for the installation of modern equipment. In recent months the decline in coal mining activity has become widespread. The leading factor in this general decline was the increasing cost of production, which in some cases caused marginal mines to cease operations.

The Truro local area changed from a moderate to substantial labour surplus category during the month, bringing the total number of local areas in this category to 19 at the beginning of April. The two remaining areas, Saint John and Halifax, continued to have moderate surpluses.

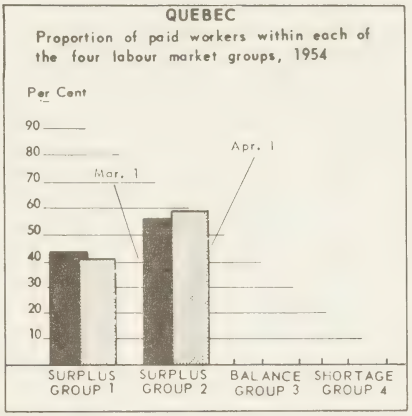
Metropolitan and Major Industrial Areas. A substantial labour surplus continued in St. John's during March, as industry generally failed to show much of a spring pick-up. Construction employment improved slightly during the month but the gain was offset by the spring decline in logging activity.

The employment situation in Sydney worsened during the month. Progressive lay-offs at the Sydney steel plant and employment reductions in coal mining were the dominant factors causing this decline. Halifax was the only area which showed improvement during the month, activity along the waterfront increasing markedly following the re-routing of ships to this port because of the dock strike in New York.

Major Agricultural and Minor Areas. Few new developments occurred in the major agricultural and minor areas during March. Weight restrictions imposed on trucking during the spring break-up brought hauling operations to a virtual standstill. As a result, labour requirements decreased in almost all of the areas during the month. St. Stephen, the only exception, showed a slight increase in employment in the textile and fish processing industries.

QUEBEC

PRODUCTION and employment levels in the Quebec region again showed a slight decline during March. The opening of navigation on the St. Lawrence River at the end of the month, however, indicated that the usual spring pick-up in activity was beginning; the demand for seamen and longshoremen increased as a result. On the other hand, labour requirements for construction and agriculture had not developed to any extent and logging employment, which has been lower this year than last, fell to its seasonal low point during March. Over-all employment levels had probably reached their lowest point for the season by mid-March, when an estimated 1,354,000 persons were at work in the region. This represented a decline of 11,000 from the previous month and 22,000 from March, 1953.



The year-to-year decline in jobs in Quebec was most noticeable in the manufacturing industries, where employment levels were five per cent below last year's at the beginning of February. While employment in the paper products, chemical and printing industries was higher than a year ago, it was lower in most other industrial sectors, and in the wood products, leather manufacturing and primary and secondary textile industries had dropped by more than ten per cent. On the other hand, employment in the trade, communications and non-railway transportation industries had increased during the year.

Unemployment probably reached its peak at the end of March in most rural and industrial areas where the forestry industry was a major employer of labour. Labour surpluses in some areas, however, had decreased slightly by the end of the month. Substantial labour surplus areas decreased from 20 to 19 during March while those with moderate labour surpluses rose from four to five.

Metropolitan Areas. Employment levels changed very little in Montreal during March although it was apparent that the winter low point had been reached during the month; employment was again increasing in railway rolling stock manufacturing, clothing and a few other industries.

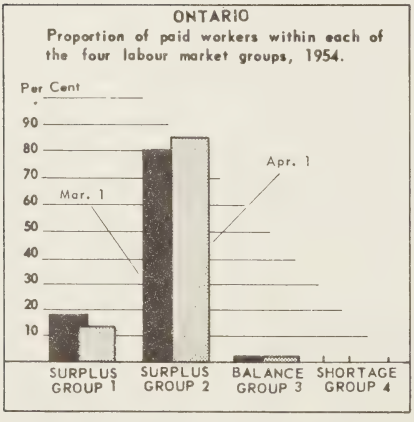
Employment had fallen below the previous year's level during the winter months and a moderate labour surplus persisted in the area at the beginning of April.

The demand for seamen increased in Quebec City with the resumption of coastal navigation but opportunities for employment for most outdoor work were still scarce and substantial labour surpluses prevailed. However, some re-hiring of workers took place in the boot and shoe, clothing and other industries which had reduced their working force earlier in the winter.

Major Industrial Areas. Although unemployment in Farnham-Granby declined slightly during the month, following the return to work of textile workers, unemployment in most industrial areas increased as a result of additional lay-offs in logging. Labour supplies in Rouyn-Val d'Or were further augmented by transients seeking work in the gold and copper mines, which were returning to normal levels of production following the settlement of the strike in February.

Major Agricultural and Minor Areas. Sorel moved from the substantial to the moderate labour surplus category during March as employment increased in the shipbuilding and clothing industries. The labour market situation in the other major agricultural and minor areas, on the other hand, showed no significant change. Ten areas remained in the substantial labour surplus category, leaving Sorel, St. Jean and Lachute-Ste. Thérèse in the moderate surplus group.

ONTARIO



DURING March, activity in many of Ontario's industries continued at levels below last year's: this, combined with the continued growth of the labour force, has meant a higher level of unemployment. Logging and construction remained seasonally inactive and scattered lay-offs and short time continued in most of the manufacturing industries. Last year, full-time employment rose moderately during March, while this year it dropped slightly. At March 20, full-time workers totalled 1,655,000, about 2,000 below the previous month and about the same as a year earlier.

Employment levels in Ontario during the first quarter of this year were about the same or slightly higher than a year ago but the spring pick-up has been somewhat slower than usual. Manufacturing employment was fairly stable during the early months of this year, while during the same period last year there was a slow but steady increase. During February and March, some seasonal employment increases occurred in

the clothing and agricultural implement manufacturing industries but total employment for the two and for total manufacturing continued below last year's level. In the construction and agricultural industries activity increased somewhat during the past few weeks but more slowly than last year and with little effect on over-all employment. Further slight reductions occurred in woods operations during the month and employment was not expected to increase again until the river drives begin and sawmills re-open.

The slight changes in employment levels during March resulted in changes of labour market classifications for only two areas. A slight increase in outdoor activity in the Niagara Peninsula brought the area into the moderate surplus category and continuing lay-offs in logging led to a substantial surplus in Pembroke. By the end of the month, seven areas had substantial labour surpluses, 25 had moderate surpluses and Brampton and St. Thomas continued in approximate balance.

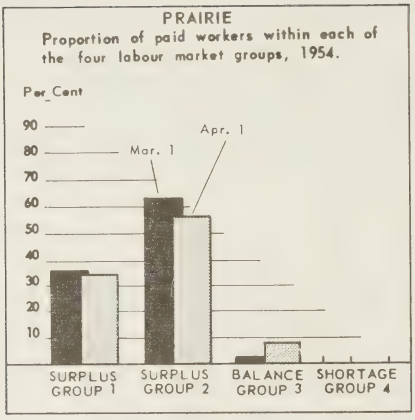
Metropolitan Areas. No change occurred in labour market classification in the metropolitan areas during the month; Hamilton remained in the substantial surplus category and Toronto, Ottawa-Hull, and Windsor remained in moderate surplus. In Hamilton, some workers were recalled in the agricultural implement industry but this was offset by continuing lay-offs in other iron and steel firms and in textiles. In Toronto and Windsor, short time and lay-offs in the manufacturing industries continued at about the same levels as a month earlier. Although construction work increased in Ottawa and Toronto no sizable employment increase was expected until the latter part of April. Seasonal reductions in logging in the Ottawa-Hull area during March more than offset the slight increase in construction employment.

Major Industrial Areas. Little change occurred in the labour markets of the major industrial areas during March. In some areas, however a small increase in outdoor activities somewhat improved employment opportunities: the Niagara Peninsula moved from the substantial to the moderate surplus category during the month. In the northern areas of Timmins-Kirkland Lake and Sudbury, on the other hand, the return of men from the woods camps slightly increased available labour supplies.

Major Agricultural and Minor Areas. Reduced logging operations increased the labour surplus in the Bracebridge, North Bay and Sault Ste. Marie areas and brought Pembroke into the substantial surplus category. The substantial surplus is expected to continue in Owen Sound until shipping begins. Brampton and St. Thomas remained in approximate balance and the eleven other major agricultural and minor areas remained in moderate surplus.

PRAIRIE

ECONOMIC activity in the Prairie region increased steadily throughout March, after turning upwards from its winter low point in the last half of February. Unemployment showed some corresponding reduction, although the decline did not match the gain in employment because of a seasonal increase in the labour force. The increase in full-time employment occurred almost entirely in agriculture and amounted to 17,000 during



the month, bringing the total number of full-time workers to 791,000. This was still more than 10,000 below the figure at the corresponding date last year.

Production and employment during the first part of 1954 were lower than in the previous winter in all three provinces with the possible exception of Saskatchewan. The greatest employment decreases during the year took place in mining, construction, railway transportation and in the manufacture of clothing, transportation equipment and iron and steel products. The average number of non-agricultural job-holders in the first quarter of this year was slightly more than 20,000 below the figure for last year and about half of these withdrew from the labour force. Although a corresponding decrease occurred in the numbers employed in agriculture, persons seeking work in this industry were no more numerous than last year. The year-to-year increase in unemployment was concentrated in the non-agricultural sector.

In most parts of the region labour surpluses diminished gradually. At April 1, there were four areas with substantial labour surpluses, 15 with moderate labour surpluses and two in which labour demand and supply were in approximate balance. The corresponding figures for last year were one, 13 and six.

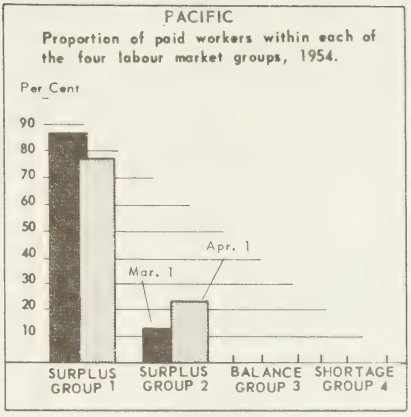
Metropolitan and Major Industrial Areas. Labour requirements increased somewhat in metropolitan areas during March but not enough to cause any sizeable reduction in labour surpluses. Work on construction projects developed slowly, although the amount of work on hand was as large as in any recent year.

The situation in Fort William-Port Arthur was in sharp contrast to the slow upward trend of the region as a whole. Non-seasonal factors contributing to the declining employment levels of the past few months were the smaller railway shipments of grain and the completion of shipbuilding and aircraft contracts. In addition, the seasonal drop in pulpwood logging operations resulted in the release of some 3,000 workers during March.

Major Agricultural and Minor Areas. Construction was still seasonally slack in most agricultural and minor areas but there was a slight increase in the demand for farm workers. In a number of areas in Alberta, however, increases in farm or construction activity were offset by lower production levels in the coal mining industry. Lay-offs in coal mining increased unemployment in Lethbridge, Drumheller and some smaller areas, whereas the number of persons out of work usually declines in these areas during March. In Regina, on the other hand, increased labour demand was sufficient to bring the area into the balanced category.

PACIFIC

A MARKED seasonal increase in employment occurred in the Pacific region during March, mainly because of increased activity in the logging sawmilling and construction industries. This helped to stimulate labour demand in other industries of the region and resulted in a rise in full-time employment from 340,000 in February to 359,000 in March. This increase was somewhat greater than last year, although the total number of fully employed workers was still 11,000 lower than a year earlier.



During the first quarter of 1954, significant year-to-year employment declines were recorded in many of the major industries in the Pacific region. These were greatest in logging and sawmilling, which were affected by strikes, and in coal and metal mining. However, year-to-year increases in employment occurred in the pulp and paper, construction and communications industries and, after small declines in January, in public utilities and retail trade.

Most of the increase in employment during March was accounted for by the Vancouver-New Westminster and Central Vancouver Island labour market areas. The latter, along with Prince Rupert was reclassified from the substantial to the moderate labour surplus category. With these changes, six areas were in the substantial and four in the moderate labour surplus categories at April 1 compared with five in the substantial, four in the moderate, and one in the balanced category a year earlier.

Metropolitan and Major Industrial Areas. In the Vancouver-New Westminster area there was a marked increase in labour demand, especially in logging, sawmilling and construction. As a result, a large number of loggers and sawmill workers, carpenters, painters, cranemen and shovelmen, and other construction workers were hired.

The Victoria area experienced a slow but steady increase in labour demand. Logging and sawmilling establishments were operating below capacity because of weather and market conditions. Construction activity increased considerably. Shipbuilding employment showed little change during the month and the volume of work on hand, including two large defence contracts, indicates sustained or higher employment for some time.

Minor Areas. Labour requirements increased in all minor areas except Prince George. Logging operations were gradually expanding but adverse road conditions and the imposition of haulage restrictions impeded activity in some localities. For this reason, and because of log shortages and the unsettled state of the lumber market, sawmill operations were affected differently in different areas. In most areas construction employment increased but here, too, weather conditions slowed down operations.

Current Labour Statistics

(Latest available statistics as of April 10, 1954)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	March 20	5,236,000	+ 0.1	+ 0.8
Persons at work 35 hours or more	March 20	4,459,000	+ 0.4	— 1.7
Persons at work less than 35 hours	March 20	346,000	— 2.3	+ 6.5
Usually work 35 hours or more	March 20	153,000	— 4.4	+ 17.7
On short time	March 20	61,000	+ 8.9	+ 96.8
Usually work less than 35 hours	March 20	193,000	— 0.5	— 1.0
Persons with jobs not at work	March 20	113,000	— 7.4	— 29.8
Usually work 35 hours or more	March 20	110,000	— 6.0	— 29.9
Usually work less than 35 hours	March 20	*	0.0	0.0
Persons without jobs & seeking work	March 20	318,000	+ 1.9	+ 84.9
Persons not in the labour force	March 20	4,912,000	+ 0.1	+ 2.5
Registered for work, NES (b)				
Atlantic	March 18	80,926	+ 4.3	+ 33.7
Quebec	March 18	199,032	+ 7.8	+ 32.9
Ontario	March 18	153,480	+ 3.2	+ 66.1
Prairie	March 18	76,547	— 2.0	+ 38.4
Pacific	March 18	59,913	—14.4	+ 20.0
Total, all regions	March 18	569,898	+ 2.0	+ 39.8
Ordinary claims for Unemployment Insurance benefit	March 1	512,567	+ 3.6	+ 41.1
Amount of benefit payments	February	$29,683,214	+18.0	+ 44.1
Index of employment (1949 = 100)	Feb. 1	107.0	— 2.9	— 3.0
Immigration	February	6,834	—15.4	+ 37.2(c)
Industrial Relations				
Strikes and lockouts — days lost	March	13,945	—	+154.1(c)
No. of workers involved	March	1,722	—	+ 37.6(c)
No. of strikes	March	18	—	+ 16.2(c)
Earnings and Income				
Average weekly wages and salaries	Feb. 1	$58.42	+ 3.3	+ 3.0
Average hourly earnings (mfg.)	Feb. 1	$1.40	0.0	+ 4.6
Average hours worked per week (mfg.)	Feb. 1	40.7	— 0.7	— 2.9
Average weekly earnings (mfg.)	Feb. 1	$57.14	— 0.7	+ 1.6
Consumer price index (av. 1949 = 100)	March 1	115.5	— 0.2	+ 0.6
Real weekly earnings (mfg. av. 1949 = 100)	Feb. 1	118.4	— 0.8	+ 1.5
Total labour income $000,000	January	941	— 4.9	+ 1.4
Industrial Production				
Total (average 1935 — 39 = 100)	January	229.9	— 2.3	— 1.0
Manufacturing	January	240.5	— 2.7	— 2.1
Durables	January	302.5	— 0.5	— 2.9
Non-Durables	January	200.9	— 4.7	— 1.2

(a), (b): See inside back cover, *Labour Gazette.*

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

New Housing Act Now in Effect

The new National Housing Act came into effect March 22.

While the new legislation reduces the down payment to ten per cent on the first $8,000 of the cost of a house and 30 per cent on the cost above $8,000, extends the period of amortization from 20 years to a maximum of 30 years, and empowers the chartered banks to loan funds on housing mortgages, at the same time it raises the interest rate on mortgage loans to 5½ from the former 5¼ per cent.

Loan Ceiling Raised

The ceiling on mortgage loans given under the Act is raised to $12,800 from $10,000 for a single house and to $15,300 from $13,500 for a duplex, but the former 23-per-cent ratio of carrying charges to income is retained.

However, as a means of reducing slightly the 23-per-cent rule, Central Mortgage and Housing Corporation will allow up to 20 per cent of a wife's salary to be included in the calculation of a husband's income.

Other regulations in the new legislation are:—

The interest rate for limited dividend companies—those who build rental housing for low-income families and keep company profits at a maximum of five per cent—will remain unchanged at 3¾ per cent.

Home buyers who prepay their annual tax bills by monthly payments to mortgage holders will get interest on their payments at the bank rate of 2 per cent.

CMHC Estimates

CMHC estimates that "if the total cost of the land and construction is not greater than the lending value, a single house with a lending value of $10,000 will require a down payment of $1,400. For an $11,000 house, $1,700 will be required and for a $12,000 house, $2,000.

"The monthly payment of principal and interest on the mortgage loan will be approximately $6.11 for each $1,000 of loan over a 25-year term."

Labour Income Reaches All-Time High in 1953

Canadian labour income reached an all-time high in 1953 despite moderate slips in monthly totals beginning in September. Total for the year was $11,653,000,000, a figure 8·5 per cent higher than 1952's $10,743,000,000.

The monthly average for the year was $971,000,000, up $76,000,000 from the 1952 average.

Construction showed the greatest gain, 12·5 per cent. The primary industry group declined 4 per cent. The high level of activity in residential building was mainly responsible for the larger-than-average gain in construction wages and salaries. The decline in the primary group of industries was attributable to a loss of 15 per cent in logging, only partially counterbalanced by a 5-per-cent increase in agriculture.

Crest in September

Canadian labour income reached its crest in September, then receded moderately in the last quarter.

The year's labour income by industrial divisions (1952 totals in parentheses) was: agriculture, forestry, fishing, trapping, mining, $871,000,000 ($906,000,000); manufacturing, $3,914,000,000 ($3,592,000,000); construction, $845,000,000 ($751,000,000); utilities, transportation, communication, storage, and trade, $3,016,000,000 ($2,759,000,000); finance, services, $2,613,000,000 ($2,369,000,000); and supplementary labour income, $394,000,000 ($366,000,000).

AFL Building Dept. Fights Cost-Inflating Practices

The Building Trades Department of the American Federation of Labour has decided to establish committees to work with construction contractors in an effort to eliminate practices that inflate building costs, according to a report by A. H. Raskin in the *New York Times*.

Designed to aid contractors in eliminating inflationary work practices, the committees hope to convince investors that they could get the most efficient and economical returns by having their construction work done by union labour.

The decision to establish the committees follows reports that several of the country's largest industrial corporations and housing contractors had been ignoring AFL construction workers in putting up new projects or in modernizing old ones.

88500—2

CCA Appeals to Labour To Keep Wages Stable

"The support and co-operation of construction labour are essential in helping the industry's efforts to prevent further construction cost increases," the Canadian Construction Association declared last month after a review of 1954 wage demands in the building trades at the CCA's Management Committee meeting in Ottawa.

"Notwithstanding the levelling-off of the cost of living, the lowering of general industrial prices and the high wages already paid to construction workers, unions in a number of centres are already pressing for wage boosts—some as high as from 40 cents to 60 cents an hour," declared CCA President Raymond Brunet, OBE, of Hull, Que.

Mr. Brunet noted that competition between contractors was extremely intense, building material prices had declined during the past two years, cost-saving techniques had been introduced and costly delays caused by material shortages had been overcome. Total basic construction costs had continued to inch upwards, however, because of increases in construction wage-rates.

The CCA head stated that the experience of several industries whose costs were no longer competitive indicated the necessity of holding the cost line.

Mr. Brunet recalled that in previous years requests for higher wages had been based largely on increases in living costs. "This argument cannot now be made since the cost of living as recorded by the consumer price index is at exactly the same level as in August 1951 and has held very steadily during the intervening period."

He pointed out that the consumer price index in 1951 was 113·7 and was now 115·7, a gain of two points, but that the index of construction wage rates, 115·3 in 1951, had now risen to 137·0.

"Employment in the building trades has been somewhat uneven and action by unions to follow the example of those in Edmonton and other centres in signing new agreements at last year's wage-rates will do much to assist the realization of a large volume of construction in 1954, with an accompanying high level of employment," Mr. Brunet said.

Woodworkers in B.C. Not Seeking Pay Rise

The West Coast International Woodworkers of America will withhold demands for increased wages and strive for improved fringe benefits in current contract renewal negotiations, it has been announced.

Bargaining between the IWA and Forest Industrial Relations and independent lumber operators was scheduled to begin April 15.

The union announced that it would present eight proposals:—

Nine paid statutory holidays instead of the present three;

Full union security with close co-operation between management and labour;

A provision to enable the union to negotiate an agreed-upon procedure to cover workers now on piece-work rates;

Retention of seniority rights during any layoff period following a temporary reduction of the working force;

Payment of time and one-half for watchmen, boatmen and plant guards working on Sunday;

A job analysis program for the industry to be made jointly by management and labour;

Employer-paid medical services for all workers; and

Assumption by the operators of the cost of transportation from the point of hiring to the job.

No Wage Boost Sought By CIO Maritime Union

Better working and living conditions will be the objective of the National Maritime Union (CIO) in its negotiations with Atlantic and Gulf deep-sea shipping companies for a contract to follow the one that expires June 15. For the first time in several years no demand for higher wages will be made.

The emphasis on improved conditions is in keeping with the union's policy throughout the United States of seeking more health, welfare and general security guarantees.

April 15 was the latest date the union could notify the companies that the present agreement would expire.

Carpenters Union Opens Organizing Campaign

The United Brotherhood of Carpenters and Joiners of America (AFL) last month announced plans for an organizing drive aimed at bringing 150,000 new members into the union. It has appointed Frank Chapman of Seattle to be Director of Organization, a newly-created position.

The union plans to assess each of the union's present 850,000 members 25 cents a month to finance the campaign.

Largest UE Local Votes To Return to CIO

A local of the independent United Electrical, Radio and Machine Workers of America in the United States has voted to secede from the parent body and affiliate with the CIO.

Local 301, largest in the UE and representing some 20,000 employees of the General Electric Company plant at Schenectady, N.Y., indicated in March by an almost unanimous vote of its members that it would follow the decision of its leaders to join the International Union of Electrical Workers (CIO). The leaders, headed by Leo Jandreau, the local's business agent, were invited by James B. Carey, the IUE International President, to return to the CIO from which the UE was expelled in 1948 for "slavish adherence" to the Communist Party.

The local's shift of affiliation will not be official until the National Labour Relations Board holds a union representation election at the plant. The UE claims to represent 78,000 General Electric Company employees throughout the United States, while the IUE membership in GE plants is about 80,000.

Changes Recommended in Govt. Compensation Act

Some important changes in the Government Employees' Compensation Act have been recommended by an interdepartmental committee and are being incorporated in a bill that, it is hoped, will be submitted to Parliament at the current session, George G. Greene, Director, Federal Government Employees' Compensation Branch, Department of Labour, told a class of federal civil servants attending a course sponsored last month by the Civil Service Commission.

Mr. Greene described to the course the history of the Act which his branch administers, explained its operation, pointed out the differences in provincial scales of compensation, outlined the reporting procedure required in the various provinces, listed the corporations, boards and commissions whose employees are covered by the Act and told of recent changes in provincial Workmen's Compensation Acts.

"Let me emphasize that large and small accidents must be reported unless only the first aid facilities of the department are needed and no time loss is incurred," he said. "Under the Workmen's Compensation Acts the federal Government is merely one employer and no employer has a right to rule as to the validity or otherwise of a claim for compensation."

Announcing that there were about 15,000 federal government accident claims during the fiscal year ending March 31, he appealed to those attending the course to co-operate in reducing that number in the current fiscal year.

Employ Handicapped Week In Canada Too?

The desirability of inaugurating in Canada a National Employ the Handicapped Week similar to that in the United States was discussed at a meeting in Ottawa last month of the executive of the National Advisory Committee on the Rehabilitation of Disabled Persons. No decision was announced.

Also discussed at the meeting were: a survey of disabled job applicants in the Montreal office of the National Employment Service, the provision of a separate schedule under the Canadian Vocational Training Co-ordination Act to provide for training of the handicapped on the job or in classes, and possible revisions in the medical rehabilitation grant.

The Montreal survey had revealed the need for rehabilitation services among the handicapped and the need for specialized training for NES officials who deal with handicapped applicants. Commissioner C. A. L. Murchison of the Unemployment Insurance Commission reported that plans are underway to provide such training in co-operation with the University of Western Ontario.

The Committee's Chairman, Dr. G. Fred McNally, presided.

U.N. Commission Adopts Equal Pay Resolutions

Two resolutions urging wider implementation and public acceptance of equal pay for equal work for men and women were adopted at the end of March by the United Nations Commission on the Status of Women.

The first resolution, a Byelorussian proposal, recommends that all states that have not yet done so "take legislative and other measures to establish and apply in practice" the equal pay principle.

The second resolution, a joint United States-Swedish proposal, recommends that "further attention be given in each country to the development of appropriate measures by which the principle of equal pay for men and women for work of equal value can be given practical effect".

88500—2½

U.S. Unemployment Rose To 3,671,000 in February

Unemployment in the United States during February rose by 584,000 to 3,671,000, according to the latest Bureau of Census count using the improved method of sampling.

According to the Labor Department's report on unemployment insurance, new claims increased to 2,211,300 in the last week of February, also a new peak for this year. The number of persons filing initial claims rose 10 per cent in the first week of March, a reversal of a downtrend that began early in January.

While there is considerable discrepancy between the figures of the Census Bureau and the Department of Labor, both indicate a continued rise in unemployment during February. Conditions also seem indicative of a continued increase in March. The Bureau of Employment Security of the Department of Labor reported March 19 that 85 per cent of the major labour markets in the United States have labour surpluses and all labour shortage areas have disappeared.

As March is normally a key month in the unemployment situation, bringing a sharp increase in employment, the March unemployment figures are being eagerly awaited by labour, management and Government.

At a press conference February 17 President Eisenhower reported that if the uptrend in employment failed to materialize in March necessary corrective government measures would be implemented to halt the trend.

While labour officials in the United States have viewed the increased unemployed with alarm Government officials have been optimistic.

James P. Mitchell, Secretary of Labor, stated: "The employment downtrend of the past year continued through February but with signs of slowing down in the rate of decline."

Sinclair Weeks, U.S. Secretary of Commerce, in an interview with the Toronto *Globe and Mail,* reported that signs are already pointing to a decline in unemployment and that it will not be necessary to undertake any special projects aimed at dealing with unemployment. In fact, he said, emergency measures at this time would only react against the confidence of industry.

Less optimistic was a report from the International Union of Electrical, Radio and Machine Workers, CIO, early in March. The union reported that a recession "has arrived" and that they would "wage an all-out campaign for wage and contractual gains".

The union called for substantial wage increases to improve living standards and reward workers for increased productivity.

At the convention of the Pennsylvania Congress of Industrial Organizations in Pittsburgh, March 16, two of the top labour leaders in the United States said economic conditions in that country are becoming worse, and prescribed remedies which included a public works program, higher wages and if necessary a six-hour work day.

(Walter P. Reuther, President of both the CIO and the 1,420,000-member United Automobile Workers of America, at a meeting of the CIO executive board later in the month, said he personally was opposed to a reduced work week.)

Mr. Reuther told delegates to the Pennsylvania convention that economic difficulties in the United States are growing and that the country is up against the same problem it faced in 1929.

In that year, said Mr. Reuther, the United States "got into the first stages of depression because the workers were producing more than they had the purchasing power to consume". He called for replenishment of that purchasing power through a government program of public works and housing, and tax relief for lower-income families.

Mr. Reuther estimated that the automobile industry in Detroit had 141,000 unemployed and "tens of thousands" on short time who are not counted in official unemployment figures.

David J. McDonald, President of the United Steelworkers of America, said the post-war recession predicted in 1946 "is now upon us". He said one development that could help turn around the downtrend in business activity would be the adoption by industry of the "misnamed" guaranteed annual wage, which he said should properly be called "supplemental unemployment compensation". He also suggested that employers should join with unions to bring about state action increasing unemployment compensation.

Mr. McDonald said a six-hour day should be considered if full employment cannot be provided on an eight-hour day basis.

At the close of its quarterly meeting late last month, the CIO executive board declared that "unless positive steps are taken, there is danger that we may have a full-blown depression" and proposed a 10-point anti-recession program.

The board accused the United States government of following a "passive policy" towards unemployment.

CIO President Walter Reuther said that personally he was opposed to any reduction in the 40-hour work week as a cure for unemployment. He said he could not agree with the point of view held by some CIO unions that a six-hour day would provide more jobs.

A reduction in the work week would mean "simply a sharing of scarcity," Mr. Reuther said. The real need was for an increase in purchasing power rather than an increase of leisure, he declared.

The 10 points in the program proposed by the CIO executive board were:—

Raising of personal income tax exemptions.

Increasing of the legal minimum wage.

Strengthening of collective bargaining to produce higher wages.

Improvement of unemployment insurance compensation to provide at least 65 per cent of a worker's average weekly wage for at least 39 weeks of unemployment.

Expansion of the federal housing program.

Expansion of social security coverage.

Strengthening of farm price supports.

Establishment of a special credit agency to provide "liberal credit" for small businesses.

Immediate inauguration of a large-scale public works program.

An immediate beginning by all states and communities on a program of planning and action.

Unemployment in U.K. Declined during 1953

Unemployment in the United Kingdom declined by 77,000 during 1953 and at the end of the year represented only one and a half per cent of insured employees. The most marked improvement was in the cotton textile areas in the North-West.

While employment generally increased during last year, the recovery did little more than restore the levels of productivity reached in 1951. Output per man in building, contracting and the motor industry was considerably higher in 1953 than in any pre-war year.

Industrial production increased by about six per cent compared with 1952 while total output of goods and services rose by about four per cent.

The largest increases in industrial production were in textiles and clothing, chemicals, paper and printing, vehicles and buildings. Defence production in the metal-using industries caused a significant increase.

Restrict Canadian Workers, U.S. Conference Urges

More control over Canadians who cross into New England to work was called for last month by a conference of state labour legislators in the United States.

Delegates to the 20th national conference on labour legislation in Washington adopted a resolution sponsored by the New Hampshire delegation urging that no Canadians should be permitted to work in the United States unless it could be demonstrated that they were necessary. The delegates were appointed by state governors.

"Canadians are employed not only as choppers and cutters in the woods," the resolution complained, "but also for such skilled jobs as blacksmiths, bulldozer operators, cooks, crane operators and truck drivers."

Daniel W. Tracy Resigns From IBEW Presidency

Daniel W. Tracy has resigned as President of the International Brotherhood of Electrical Workers (AFL). His resignation, due to health, was accepted by the union's executive council and became effective April 15.

Mr. Tracy held the office of president of the Brotherhood for more than 14 years, from 1933 to 1940 and from 1946 on. During the Second World War he served as Assistant U.S. Secretary of Labor.

The veteran labour leader, now 68 years of age, held office in the electrical union for more than 40 years. He was a vice-president of the AFL and has represented the United States as a labour delegate to International Labour Organization conferences.

The Secretary-Treasurer of the 600,000-member Brotherhood, J. Scott Milne, was elected by the executive council to succeed Mr. Tracy. Joseph D. Keenan, who was Secretary-Treasurer of the AFL Building Trades Department, was elected to succeed Mr. Milne.

U.S. Names Negro Lawyer Asst. Labour Secretary

President Eisenhower announced last month the appointment of J. Ernest Wilkins as Assistant Secretary of Labor in charge of international labour affairs. Mr. Wilkins, a Negro attorney from Chicago, will be the U.S. Government's principal representative in the International Labour Organization.

Mr. Wilkins is the first Negro to hold sub-Cabinet rank in the United States.

He succeeds Spencer Miller Jr.

NAM Doubts Feasibility Of Wage Guarantees

While guaranteed annual wage plans may be feasible in some industries, in companies subjected to cyclical declines they "are not feasible, since no one can foretell future business developments," the National Association of Manufacturers has declared.

In a study of guaranteed annual wage proposals the Association pointed out that employers have been fully understanding of the human desire of employees for security and have played a leading part in the campaign to stabilize employment through various management techniques "tailor-made" to individual companies.

"Guarantee of pay or employment," the NAM report stated, "introduces a degree of rigidity into company operations which may induce management to keep its labour force small and thus avoid enlarging the number of employees for whom employment or pay would have to be provided. This caution might prevent many companies from undertaking the risks of expansion necessary to continued progress and prosperity."

Stabilization of employment rather than collective bargaining aimed at "guarantees" is the most realistic path towards steady work, the NAM reported.

Techniques for stabilization of employment include: reduction of fluctuations in sales volume; reduction of fluctuations in production, and development of more efficient and flexible work schedules.

Steady work and steady pay "has always been a lodestar to enlightened management," the NAM explained.

1953 Immigration Total Up 3 Per Cent over 1952

Immigration to Canada during 1953 totalled 168,868, three per cent more than the 1952 total of 164,498.

According to figures released by the Department of Citizenship and Immigration, the first four months of 1953 showed a considerable reduction in immigration compared with the 1952 figures. However, beginning in June, the 1953 immigrants arrived at a monthly average rate about 32 per cent higher than during the same periods in 1952.

The leading months in 1953 were May (20,905), July (19,697) and October (18,624); while October, December (11,230) and September (12,471) showed the largest monthly increase—70, 50 and 35 per cent respectively, compared with the corresponding months in 1952.

Northern European immigrants during 1953 totalled 68,675, ten per cent more than the 62,401 who arrived in 1952. The largest numbers came from Germany (35,015) and Holland (20,472).

Immigration from the British Isles totalled 47,077, ten per cent more than the 1952 total.

During the year 4,606 Canadians returned from the United States, 101 fewer than the total number who returned in 1952. Immigration from the United States, however, totalling 9,379, increased one per cent compared with the 1952 total of 9,306.

CCL Makes Study of Guaranteed Wage Plans

A survey of government and other studies on the feasibility and limitations of guaranteed wage plans has been conducted by the research department of the Canadian Congress of Labour. The CCL study, reported in the Congress publication, *Labour Research,* discusses guaranteed wage programs planned and in operation.

The survey states that "unions are not seeking to put a premium on idleness. What they want, what their members want, is regularity of employment and wages. The guaranteed annual wage, they believe, will lead to the elimination or at least some levelling-out of the employment peaks and valleys which are characteristic of a good many industries...."

January Immigration Up 44 Per Cent over 1952

Immigration to Canada during January totalled 8,080, an increase of 44 per cent compared with the January 1953 total of 5,627 but a sharp drop from December, when 11,230 persons arrived, according to figures released by the Department of Citizenship and Immigration.

January immigrants from the British Isles numbered 2,654, a slight increase over the 2,426 who arrived during December. The January total is, however, an increase of 68 per cent compared with the 1,575 British newcomers who landed during January 1953.

Northern Europeans entering during January totalled 2,182, an increase of 43 per cent compared with January 1953 total of 1,525. The number of Northern Europeans who entered during December was 2,845.

The number of persons immigrating from the United States during January totalled 750, an increase of three compared with January 1953 and a drop of one compared with December.

Farmers Told to Order Labour Well in Advance

Because it believes a reduction in the supply of immigrants for farm labour is possible this year, the Unemployment Insurance Commission is advising farmers that they have to depend more on workers already in Canada for their spring requirements and is suggesting that they place orders for farm help well in advance.

The UIC reasons that, because of some dissatisfaction with last year's farm labour immigrants, the Department of Immigration may this year follow a more rigid selection policy. Also, it believes, the higher unemployment this past winter may make it advisable to delay the arrival of immigrants.

However, the supply of suitably qualified workers in Canada is expected to be better this year than in recent years.

The demand for farm workers is expected to be about the same as in 1953.

Housing Starts Decline, Completions Rise in Jan.

While starts on the construction of new residential units declined 16·5 per cent in January, compared with a year earlier, completions rose more than 36 per cent. Dwellings under construction at the end of the month were up slightly from last year.

Starts were made on 2,983 dwellings in January, compared with 3,573. Completions numbered 8,315, compared with 6,101. There were 54,248 units still under construction at the end of the month, compared with 53,016.

Great Britain Exceeds 1953 Housing Target

Great Britain's target of 300,000 new houses in 1953 was exceeded by nearly 19,000, according to figures issued by the Ministry of Housing.

Houses and flats completed during the year totalled 318,779, an increase of 78,857 or nearly one-third over 1952 output.

Houses and flats built in 1953 for sale numbered 62,921, an increase of 83·3 per cent over the previous year's total of 34,320, while the number of houses and flats for rental was 255,858, an increase of 37·6 per cent over the 1952 total of 205,602.

Houses and flats completed in Scotland last year totalled 39,548, an increase of more than 8,000 over 1952.

Que. Will Make Contract Clauses Retroactive

The Quebec Government is planning to introduce a bill to make any renewed clause of a collective agreement automatically retroactive to the date of expiration of the preceding agreement, to set up an industrial relations committee within the Legislative Assembly and to reorganize the Superior Labour Council.

Premier Maurice Duplessis announced these three changes when the Quebec Provincial Federation of Labour (TLC) presented its annual brief to the Executive Council at Quebec in February.

The Premier gave a favourable reception to a suggestion made by the Federation that an industrial relations committee be created in the Legislative Assembly. A few weeks earlier he had told the Canadian and Catholic Confederation of Labour, when they asked for such a committee in their brief, that it would be duplicating the work of the Superior Labour Council (L.G., Feb., p. 222).

At the same time the Premier gave the delegation to understand that the Superior Labour Council, a 30-member organization which advises the Government, was going to be reorganized because "some members of the Council do not attend the meetings often enough and others talk too much".

Mr. Duplessis also stated that the Government is planning to table legislation at the present session which will ensure the coming into effect of all clauses of a renewed agreement on the date of expiration of the preceding agreement.

"It is not fair," he said, "for an employer to delay the signing of an agreement and thus deprive the workers, for a certain period, of advantages which he finally does agree to grant them. We are going to pass a law to ensure the coming into effect of a new agreement when the former agreement comes to an end. Otherwise," he added, "it would mean granting a bonus to people who do not want to bargain in good faith."

Britain's Working Women Increase 60,000 in Year

Between the end of May 1952 and the end of May 1953, the number of employed women in Great Britain increased by 60,000 while that of employed men rose by 20,000. The estimated number of employed persons in Great Britain at the end of May 1953 was 20,880,000, of whom 13,720,000 were men and 7,160,000 were women.

CMA Brief Deals with Collective Bargaining

In its legislative brief presented in March, the New Brunswick branch of the Canadian Manufacturers Association asked the provincial government to consider bargaining over wages and working conditions as a debate or contest and to keep itself in the role of referee or judge, after laying down the rules of the contest.

"In regard to appeals to the courts in connection with labour disputes," said the brief, "we believe that if any board appointed by the government exceeds its authority, the courts of the country should not be prohibited from interfering. We also believe that the power of the courts to protect the public by means of an injunction should not be interfered with."

Proposals to increase workmen's compensation benefits and other awards were dealt with in the brief. It stated that because actual costs of one year or a longer period are used to determine the compensation assessment rates the following year, regular periods of three to five years with no change in benefits should be permitted.

Awards under the Workmen's Compensation Act should be final, the brief declared, and if it is found that in time the payments awarded are no longer adequate, increases should be provided from some other source, rather than by placing an increased assessment on employers.

The brief said that New Brunswick's permanent total disability legislation was the most generous in Canada, but noted that the province has no rehabilitation centre and has made no provision for one.

The Manitoba Labour Relations Commission was reconstituted as a Select Standing Committee of the House on Industrial Relations at the beginning of the current session of the provincial legislature.

When the Commission received the brief of the provincial TLC committee (L.G., Feb., p. 228), it was reported that one of the requests was for an extension of the Vacations with Pay Act to the entire province. The actual proposal was that the stamp system of recording vacation credits be extended to all construction operations in the province. The Act already applies to the whole province.

Provincial Labour Organizations Submit Briefs

British Columbia Trade Union Congress (TLC)

In its legislative brief submitted to the provincial government in January, the British Columbia Trade Union Congress (TLC) requested numerous amendments to the Industrial Conciliation and Arbitration Act and the Workmen's Compensation Act.

Charging that the ICA Act is cumbersome and contains sections of no value to either labour or industry, the brief requested a number of specific changes. These included bringing supervisory employees under the Act, certifying a union where only one worker is employed, inclusion of apprentices in collective bargaining units, providing for union security, reduction in the time allowed for conciliation, the appointment of a full-time Labour Relations Board, and arbitration for government employees.

With regard to the Workmen's Compensation Act, the brief requested coverage for all workers, elimination of the waiting period between injury and payment of benefit, an increase in both compensation payments and widows' pensions, the inclusion of hernia in the list of injuries for which compensation is granted, compensation for recurrence of injury or industrial disease, and construction of a central hospital to be operated by the Workmen's Compensation Board.

The brief asked for legislation providing a 40-hour five-day week for all workers, two weeks' holidays with pay per year, and full pay on all statutory holidays when not worked and overtime rates when worked.

Also requested were the establishment of a steel industry in the province, government-owned and operated auto insurance, enactment of a fair employment practices act, and planning by the government of its construction projects.

Calling attention to the nature of basic industries in British Columbia and their dependence on export trade, the brief recommended that the provincial government send trade commissioners to those countries with which the possibilities of trade exist, such as those in the Commonwealth and Latin America.

Quebec Federation of Labour (TLC)

Amendments to the Labour Relations Act to ensure the rights of workers to organize and to impose equal obligations on employers and unions were requested

in the brief submitted by the Quebec Federation of Labour (TLC) to the provincial government in February.

The brief requested the addition to Article 21 of the Act of a paragraph requiring employers to reinstate and reimburse employees they dismiss, suspend or demote because of the exercise of their right to engage in union activity and other rights allowed under the Act.

Declaring that much of the criticism of the Labour Relations Board has been caused by the Board's lack of necessary power to enforce its decisions, the brief requested that Article 44 of the Act be amended to provide a fine, similar to that already decreed for unions, on any person who fails to comply with the obligations and prohibitions of the Act, and that this fine be levied for each day or part of day such offence continues.

The brief suggested that the recommendations for a labour code submitted in 1950 by the Superior Labour Council be used in codifying the province's labour laws but urged that all legislation affecting relations between employers and employees be referred to an Industrial Relations Committee of the Legislative Assembly.

Also requested were amendments to the Quebec Trades Disputes Act to assure continuity of collective bargaining, and a reorganization of the Labour Department's conciliation procedure.

Other things requested included larger government grants for apprenticeship training, the appointment of more industrial health inspectors, an increase in pensions to mothers and the blind, compulsory check-off of union dues where a majority of union members favour such a measure, more favourable housing legislation, the adoption of a fair employment act, a government-sponsored auto insurance plan, and limitation of the number of injunctions issued.

House of Commons Debates of Labour Interest

Postage Rates Increase

January 14

Hon. Alcide Côté (Postmaster General) moved that the House go into committee to consider the following resolution:—

That it is expedient to amend the Post Office Act to increase the rates of postage on letters posted in Canada from the 1st day of April 1954:

(a) on each letter for delivery within the postal area in which it is posted, from three cents to four cents for the first ounce or fraction of an ounce, and from one cent to two cents for each additional ounce or fraction of an ounce, and

(b) on each letter posted within one postal area for delivery in another postal area from four cents to five cents for the first ounce or fraction of an ounce, and from two cents to three cents for each additional ounce or fraction of an ounce.

When the House went into committee, Mr. Côté explained the reasons for the increase in postal rates.

"It has been the policy throughout the years," he said, "for the postal service to pay its way and not be a burden on the general taxpayer." While there has usually been a slight "paper" surplus, the Post Office Department now was faced with additional expenditures, three items alone amounting to $13½ million.

The five-day, 40-hour week will cost $5 million, the salary increase that went into effect last December 1 will cost $7 million and the improvements authorized for rural mail carriers will cost $1½ million.

"Expected net revenues from the increase in postage rates will be approximately $14 million, leaving only $500,000 to take care of possible normal increases in the price of basic materials and services essential for the operation of the postal service," Mr. Côté said.

Mrs. Ellen L. Fairclough (Hamilton West), noting that the blame for the increase in postage rates was put largely on the five-day, 40-hour week, pointed out that the Post Office Department was not the first department whose employees had been placed on a five-day basis and that no other department had been told it must produce revenue sufficient to pay for this change in working conditions.

In answer the Postmaster General said that while his department was not the only one with the five-day week it was the only one where so many are employed.

"Actually we have about 50,000 employees, without counting some 25,000 extra workers hired to take care of the Christmas rush," he explained. "The five-day week means a terrific amount of reshuffling, switching of hours, hiring of new employees and instructing them how to do their jobs. That is why we have to spend up to $5 million."

Mrs. Fairclough countered: "What the Minister has undoubtedly overlooked is that I very definitely said I saw no reason why the employees of the Post Office Department should be blamed for the increase in the postal rates when all the

other civil servants have enjoyed the 40-hour week and increases in pay and so on."

Mr. Côté replied that no blame was attached to anyone.

Mr. H. E. Winch (Vancouver East), pointing out that not all post offices will go on the five-day week, asked for a breakdown of the $5 million that the Postmaster General estimated the introduction of the five-day week would cost.

What is going to happen to employees in post offices not going on the five-day week, he asked. "Are their colleagues in other post offices on the five-day, 40-hour week going to get the same take-home pay as when on the 44-hour week?" he inquired. "If they are, is any additional compensation going to be granted to those employees in the post offices that are not going to be covered by the five-day week?"

He also asked whether the Department was considering elimination of the night differential.

January 15

The Postmaster General repeated that it was the aim of the Post Office Department to endeavour to operate within its revenues.

"The Post Office Department is a service department," he said, "and should, within reason, pay its way. In my opinion it is equitable that the increased costs should be paid by those who use the service."

In answer to Mr. Winch's question, Mr. Côté said the Department " had no thought in mind" of eliminating the night differential.

After a lengthy debate, Mr. Côté's resolution was concurred in, Bill No. 168 to amend the Post Office Act was introduced and read the first time.

February 4

The Postmaster General moved the second reading of the bill to amend the Post Office Act. At ten o'clock the House adjourned, without question put.

February 5

The debate on the bill to amend the Post Office Act was resumed. An amendment moved by Mr. M. J. Coldwell (Rosetown-Biggar) to give the bill a six months' hoist was defeated, 76 to 59. The bill was read the second time and the House went into committee.

February 8

The House resumed consideration in committee of the bill to amend the Post Office Act.

Mrs. Fairclough questioned the Postmaster General on his Department's intention to hire casual help for Saturday mail deliveries when the five-day week goes into effect.

"Actually," she pointed out, "the letter carriers are working a 48-hour week and then having a liquidation week every 11 weeks. For the purposes of this system a staff was employed to work in the liquidation weeks. I understand that plans are underway whereby the regular staff will work five days a week, Monday through Friday, and that casual help will be brought into work on the Saturday.

"Now, this does two things, if it is true. It removes from the post office the liquidation staffs, men who are experienced letter carriers, and substitutes in their place whatever casual help the Post Office Department may be able to pick up at $1 per hour."

Mrs. Fairclough said she understood university and high school students were being solicited for the Saturday work and that regular post office employees, regardless of their wage-rate, were being offered the Saturday work at $1 per hour.

Mr. Côté answered: "The principle of the five-day week is to permit the employees to work five days or 40 hours per week. It is applied, as we understand, because we want them to work no more than five days or 40 hours per week. We will not force employees to work more than that. But if amongst those who are already working there are some who want to work in their spare time, we would certainly consider their application.

"Now, we are going to employ some other people to work the time necessary to complete the week. It will be understood that, although we want to give the privilege to our employees of working the five-day week, at the same time we want to keep the best service possible.... By adopting the scheme we have in mind, we will be in a better position to give service because the same man will be on the same route every day except Saturday."

Mrs. Fairclough said she believed it preferable to use the staffs now employed in the liquidation staffs to build up the service on a regular five-day basis so that those men could be kept in their jobs. "To discharge experienced employees to take on casual help at $1 an hour seems to be just asking for trouble," she said.

When Mr. Côté said the men doing the work had accepted the arrangement, Mrs. Fairclough asked if the Federated Association of Letter Carriers had given its complete approval. When Mr. Côté said it had, Mrs. Fairclough said the agreement "certainly has not met with the approval of the locals".

Reporting that the postmen in Vancouver have been protesting "bitterly," Mr. Howard C. Green (Vancouver-Quadra) said the Post Office Department was bringing in the five-day week in "a very unusual way". He cited reports that union officials had recommended that the only permanent solution is for the Department to hire extra postmen for every five walks in the city.

"Some such plan would seem to be the businesslike way to bring in this five-day week," he said. "Why is it necessary to go out and hire high school students on a temporary basis in order to meet this situation?"

Mr. Côté replied that the Department had studied the matter carefully and had come to the conclusion that this was the best way to implement the five-day, 40-hour week while at the same time giving the best possible service. "We have to have these casual workers on Saturdays," he declared.

"We have rejected the principle of rotation," he continued. "We think the plan suggested (by Mr. Green) will not give satisfaction, so far as this work is concerned. We think further that by having casual workers—not necessarily students, but whoever may be hired, even including those already employed in the Post Office Department who are willing to work on Saturdays—we will give a better service."

Later in the debate Mr. A. J. Brooks (Royal) asked if employees working a six-day week were to get the same pay as those working in areas on the five-day week. Mr. Côté answered that there will not be any change in the annual payment. "They might receive different pays," he explained, "but there is no change in the annual salary."

Mr. T. S. Barnett (Comox-Alberni) warned that the Post Office Department may be stirring up a "hornet's nest" by encouraging those going on the 40-hour week to work overtime. He also thought the areas were few where efficient casual labour could be obtained. He believed the Minister should give consideration, on the introduction of the shorter work week, "to creating an integrated operation with fully qualified employees".

The debate was not completed by the time for adjournment.

February 9

An amendment moved by Mr. E. D. Fulton (Kamloops) to delay the third reading of the bill for six months was defeated 127 to 77.

The bill was read the third time and passed, 125 to 75.

Tax Deductions for Medical Expenses

January 18

Mr. Stanley Knowles (Winnipeg North Centre) moved:—

That, in the opinion of this House, the Government should give consideration to the advisability of introducing legislation amending the Income Tax Act so as to remove the 3-per-cent limitation from the section which makes provision for the deductibility of medical expenses for income tax purposes.

He pointed out that the Income Tax Act permits the deduction from taxable income of medical expenses, under three conditions: the medical expenses must be those defined in the Act, there is a ceiling on the amount that can be deducted, and the taxpayer can deduct only that part of his authorized medical expenses that exceed 3 per cent of his gross income. He had no objection to the first condition, and, although he felt there were shortcomings in the Act's definition of medical expenses, his motion was concerned only with the elimination of the third condition, the 3-per-cent floor.

"My motion asks that all medical expenses right from the first dollar up to the ceiling in the Act be allowed as medical expenses for one computing his income tax," he explained.

Mr. Knowles pointed out that a taxpayer can deduct all charitable donations up to a ceiling specified in the Act. "It does seem to me," he said, "that the treatment accorded in respect of charitable donations made voluntarily should be the same treatment accorded to medical expenses made involuntarily."

Urging the House to approve the motion again, he reminded the members that the Government did not take seriously the approval of the same motion in 1953, reducing the then 4-per-cent floor to 3 per cent but rejecting complete abolition of a floor.

"Medical expenses as defined in the Act do not cover all the bills that hit a family when there is illness in the home," he said. "The very fact that you cannot work out a definition that will cover all medical expenses makes it all the more urgent that the medical expenses that are defined, including payments to doctors and hospitals, and the like, should be allowed right from the first dollar."

Mr. Solon E. Low (Peace River) spoke in support of the motion.

Basing his statement on the fact that the reduction of 1 per cent in the floor made in 1953 cost the Government about $10 million in lost revenue and on the assumption that elimination of the 3-per-cent floor

would thus cost $30 million, which he said was about one sixty-fifth of the expenditure on defence this year, Mr. J. M. Macdonnell (Greenwood) declared that "if we could get one sixty-fifth more economy in the Defence Department we would be able to find the money".

The Government's spokesman during this debate was Mr. W. M. Benidickson, Parliamentary Assistant to the Minister of Finance. The Minister of Finance, Mr. Abbott, was absent.

The Parliamentary Assistant told the House that Mr. Abbott's views were the same as those he expressed in January 1953 (L.G., Feb. 1953, p. 192). He went on to remind the members that the deduction for medical expenses was introduced into the Income Tax Act "to relieve hardship" and was not intended to be a universal deduction for everyone.

"In 1943 the administration realized," he said, "that, in consequence of the very high rates of taxation existing at that time, certain taxpayers, faced with unusual and extraordinary medical expenses, would not have remaining with them funds adequate to take care of them and also their normal living expenses and their taxes."

The deduction was designed to relieve hardship and was not intended to create benefit, unless there were more than average medical expense, he emphasized.

He quoted excerpts from Mr. Abbott's statement on this feature on January 12, 1953 (L.G., Feb. 1953, pp. 193-194). On that occasion Mr. Abbott had said that he thought it "unsound, in principle, that normal living expenses of the individual should be paid out of income before tax".

Mr. Benidickson also quoted the following from Mr. Abbott's speech in the House on that date:

> If one taxpayer gets a concession or deduction, then some other taxpayer must provide those moneys.

And:

> The philosophy behind this actually is that it is quite within the capacity of the ordinary individual to pay the normal expenses incurred for medical care or attention but when those exceed what can be considered as a normal amount, then, and then only, should there be special relief. That is the principle which lies behind the law as it stands now.

Were Mr. Knowles' proposal accepted, Mr. Benidickson added, there would be a problem of administration. Deductions from gross income have to be certificated and carefully examined by officials of the Department of National Revenue. "I think hon. members will readily appreciate the almost endless stream of small accounts that would be submitted for examination were all expenses allowed as deductions from income," he said.

"I think hon. members could easily translate that into administrative cost and appreciate the heavy additional salary costs that would follow compared to the relatively small financial relief which I have indicated would be possible."

Closing the debate, Mr. Knowles replied to that argument. The fact that a great many people do not submit their medical receipts because the amounts do not add up to a figure equal to 3 per cent of their gross income "is surely no argument against doing something that is fair in principle," he said.

"The Government permits deductions for charitable donations from the first dollar, which encourages the taxpayer with a receipt for even one donation to charity to claim that deduction," he went on. "I suggest that the argument on an administrative basis hardly holds water."

When the House divided on the motion, the voting resulted in the motion's defeat, 90 to 66.

Proposal to Increase Family Allowances

January 20

Mr. H. R. Argue (Assiniboia) moved:

> That, in the opinion of this House, the Government should give consideration to the advisability of introducing legislation increasing the amounts paid under the Family Allowances Act to the extent necessary to compensate for the increase in the cost of living since the said Act was first enacted.

"I should like to see the family allowance increased by 60 per cent, the minimum payment increased from $5 to $8 a month, and the maximum family allowance payment increased from $8 to $13 a month," Mr. Argue said. "I believe sound argument can be submitted for a 60-per-cent increase in the family allowance. Moreover, I believe the country can well afford it."

He added that there was no better way of expanding home markets than by increasing family allowance payments.

Since 1944, he continued, the general cost of living has increased 55 per cent, the food index 73 per cent and the clothing index 65 per cent.

"In my opinion, any progressive government must from time to time examine its social security measures and see if some adjustments should be made. I say that the Family Allowance Act, which was passed almost ten years ago, should now have an upward adjustment of 60 per cent in its rates," Mr. Argue said.

The next speaker in the debate, Mr. Solon E. Low (Peace River), said:

The fundamental principle upon which family allowances were based was a measure of stabilization of our economy through maintaining consumer purchasing power at a level high enough to prevent widespread unemployment and business recession. The procedure or technique which was originally decided upon was that of direct gifts of purchasing power by the Government to ultimate consumers throughout Canada. In my judgment this was a wise procedure, because through its use the aggregate of purchasing power in the hands of Canadian consumers could be kept at a satisfactory level without creating much, if any, inflationary pressure. This result was made possible by the fact that the purchasing power was to be paid directly to consumers without having it first pass through the channels of industry and thus enter into costs and hence push prices higher.

After quoting statistics showing that the average yearly payment per child dropped from $52.32 in 1945-46—the first year of the Act's operation—to $38.48 in real purchasing power in 1953, Mr. Low said steps should be taken to restore the original purchasing power of family allowances.

Mr. C. W. Carter (Burin-Burgeo), emphasizing that he was not opposed to an increase in family allowances, cautioned that there may be a danger in removing the incentive to produce. Mr. H. P. Mang (Qu'Appelle) said that until the time comes when people are willing to pay more taxes and have the ability to pay, he thought there should be no call for an increase in family allowances.

Mr. F. S. Zaplitny (Dauphin) said that in view of current surpluses of many goods, for which the domestic market can be improved only by an increase in the purchasing power of the public; and in view of the rise in the cost of living that has cancelled "approximately 40 per cent of the original provision in the Family Allowances Act," there seems to be no good reason for not supporting the motion.

Hon. Paul Martin, Minister of National Health and Welfare, said that the resolution was an important one affording an opportunity to assess the value of family allowances, "a measure that is costing this country a considerable sum of money and which, at least once in every session, should bear examination at the hands of this House".

No one who opposes the resolution can be accused of opposing the principle of family allowances, Mr. Martin said. He told the House he was encouraged to note the wide measure of support for family allowances in all parts of Canada.

"In order to appreciate the value of family allowances," he continued, "one must understand the relationship of family allowances to social welfare measures generally." The House should also know something of the cost involved.

"Every month $29,370,000 flows into the homes of 2,080,000 families on behalf of 4,860,000 children," Mr. Martin reported. "It is also interesting to note that by the time a child reaches the age of 16, the average amount paid out in respect of that child through family allowances represents about $1,188.

"No one should take the position that because of the increase in the cost of living the contribution made by family allowances is not a significant one."

Mr. Martin said the proposal to increase family allowances was made without an appreciation of what the cost would be, of what the increase in the tax burden would be.

"This proposal lacks any serious practical quality at this time in the light of existing obligations and in the light of trying to do something further in developing other fields of social welfare for the future," he declared.

The Minister then compared the Canadian family allowance scheme with that of Australia, Great Britain and New Zealand. "The total amount spent on family allowances in Canada is greater than the total amount spent on family allowances in Australia, New Zealand and Great Britain on the basis of the figures for 1952-53.

"In Canada the percentage of net national income spent on family allowances for 1952-53 is 1·84 per cent; in Australia it is 1·50 per cent; in Great Britain it is ·71 per cent; and in New Zealand it is 2·61 per cent." Mr. Martin pointed out that, with regard to New Zealand, the total amount given to a child in Canada in a year is greater and the purchasing power in relation to the cost of living "is certainly to our advantage" in Canada.

In 1946 the total annual cost of family allowances was $240 million, representing at that time 2·68 per cent of disposable personal income of Canadians, Mr. Martin said. In 1952 the cost was $330 million, representing 2·09 per cent of disposable personal income.

"It is therefore clear that family allowances, as a component of disposable personal income, have not declined to anything like the extent suggested by the proposer of this resolution," Mr. Martin said.

Family allowances were never intended to cover the complete cost of child maintenance, the Minister reminded the House.

Acceptance of the proposal to increase family allowances would bring the total cost in the coming year to $500 million, Mr. Martin said. The proposal to increase family allowances by $170 million a year jeopardizes the possibility of advances in other fields of social welfare and health.

"Would it have been possible to bring in a system of disability allowance if we spent all our money on one branch of social welfare?" Mr. Martin asked.

When the Minister announced that $1,650 million would be spent this year in Canada on social security, of which the federal Government would spend $1,200 million, he was asked to give the categories of social benefits included in the federal Government's expenditures. He replied: family allowances, $349 million; old age security, $345 million; old age assistance, $22 million; allowances for the blind, $3 million; national health program, $30 million; Indian health services, $16 million; war veterans allowances, $26 million; treatment and prosthetic service (veterans), $45 million; unemployment insurance benefits, $135 million.

"In taking the position I have taken today," Mr. Martin concluded, "I do so with the knowledge that at the present time this nation has great responsibilities beyond the confines of this land in our efforts to preserve the peace of the world. In spite of that we are gradually, in a responsible way, increasing various measures of social welfare."

The debate was adjourned without a vote being taken.

National Housing Act

January 22

The House resumed consideration of the motion for second reading of Bill No. 102.

Mr. Stanley Knowles (Winnipeg North Centre) said that the real test of the legislation is whether or not it will help people to get homes who would not otherwise get them. The housing legislation we have had thus far has failed to meet that test, he said.

"Houses have been built under the National Housing Act; there is no denying that fact," he said. "But they have been built mainly for people who would have been able to build or obtain homes anyway.

"The new legislation now before Parliament offers little or no improvement on that score. It is still the case that the assistance provided under this legislation will be mainly for those who would get homes or have them built anyway."

His two main criticisms of the legislation, he declared, were: it takes the risk out of private enterprise, underwriting and guaranteeing the position of the money lender, and it helps to get houses built only for those who would get them anyway.

"In my view there are three main stumbling blocks in the government housing legislation which are the cause for it not being of any help to the little people, the people who need help," Mr. Knowles continued. The three: the high interest rate, the down payment and the amount of income required to qualify for a National Housing Act loan.

He suggested a reduction in the interest rate; a reduction of the required down payment or even, as was suggested by a presidential committee in the United States, no down payment for moderate-priced homes; and a reduction in the amount of income required to qualify for an NHA loan.

He listed as the other major fault of the legislation the lack of improvement in the section concerning low-rental housing.

Mr. C. E. Johnston (Bow River) criticized the "certain" raising of the interest rate under the new legislation.

Mr. P. T. Hellyer (Davenport) said that if the bill makes more mortgage money available it will permit the building industry to streamline its operations and will allow increases in productivity due to better planning.

"One of the great drawbacks in the industry," he explained, "is that with so few mortgage commitments builders could not plan their operations more than a few weeks in advance. That makes it very difficult to achieve the economies enjoyed by other industries."

Pointing out that the quality of houses built in Canada since the war has been improving every year, he said many provisions of the new bill are designed to accelerate that improvement.

Mr. George H. Hees (Broadview) termed the bill "a gigantic bluff". People are going to find that the new legislation does very little to help them buy a new house, he said.

He thought the bill was inadequate because it would not help those most in need of a new house to obtain the house they need and because there is no indication that there is going to be more mortgage money available than is available at the present time.

Mr. Hees suggested reduction of the income requirement for obtaining an NHA loan from $3,860 yearly to $3,000; lowering of the down payment; and lengthening of the amortization period to 30 years.

He criticized the arrangement whereby inspections and appraisals would not be carried out by the banks providing mortgage

money but by Central Mortgage and Housing Corporation. "This will give the Government control over a very large proportion of the mortgage and lending operations connected with the building industry and will place the Government in an entrenched position so far as that industry is concerned," he said.

He suggested that the Government either instruct the banks to prepare to assume the inspection and appraisal or make mortgages available from government funds, which, he said, it could do at an interest rate of 4½ per cent.

Commenting on the "acute" shortage of rental housing, he suggested that the Government make funds available at 3¾ per cent to low-rental housing projects.

Mr. Claude Ellis (Regina City) said the legislation would be a disappointment to people throughout Canada, charging that it would be of no help to four-fifths of the country's population.

Mr. T. H. Goode (Burnaby-Richmond) questioned the wisdom of reducing down payments further than provided in the bill. If the down payment were reduced to $500, that down payment plus monthly payments in a year would not equal the depreciation on the house, he contended.

Mr. D. S. Harkness (Calgary North) felt the test of any housing bill must be: is it going to provide more housing than is provided by the legislation it replaces? "On that test I do not think there is any question but that this bill will be an utter failure and that it will not supply materially more housing than has been supplied by the legislation we have on the statute books at the present time," he said.

Because, he said, a house built to Central Mortgage and Housing Corporation standards cannot be built for $8,000, the 10-per-cent down payment is a "misnomer".

He listed four points the public should understand about the bill: houses will not be available under the new legislation for some time; the down payment is not much less than it was under the old legislation; the end cost of houses is going to be considerably higher because of the higher interest and the longer amortization period; and the bill is not designed for the lower income groups.

January 25

Mr. Gordon Churchill (Winnipeg South Centre) dealt with Part II of the bill, which concerns rental housing, and suggested that, if municipalities are unable to meet the "fairly generous" offers contained in Parts II and III of the bill, a review of the situation should be considered.

"In so far as rental accommodation is not provided to meet the needs of our people," he said, "in so far as slum clearance is not proceeded with vigorously and with dispatch, to that extent the present bill falls far short of what is desired."

Mr. R. B. Knight (Saskatoon) saw a connection between housing and unemployment and called on the Government to show some "bold imagination" on housing.

"If we had a bold imaginative program for subsidized rental housing, if we had a government scheme instead of the Government retreating from housing; if they would get into it wholeheartedly; if they would set some of these unemployed people to work; if they would give them employment with the hope that they would earn sufficient money to get into a house on any terms; then I think the Government would be doing something worth while," he said.

Miss Margaret Aitken (York-Humber) suggested that a working wife's earnings, or part of them, be included in the amount required to qualify for a housing loan. "It seems to me," she said, "that where a husband and wife are both working towards a common goal, the purchase of a home, they are really a better risk than is a husband with a higher salary whose wife is at home, with plenty of time on her hands to spend his money."

Mr. Clarence Gillis (Cape Breton South) referred to the criticism made by the Canadian Congress of Labour in its brief to the Cabinet that Section 35 of the National Housing Act has never been stressed by the Government (L.G., Jan., p. 52). He said he agreed with that criticism.

He also appealed for a lower interest rate.

The debate was still in progress at adjournment.

Unemployment Figures

January 26

In answer to questions by Mr. J. A. Byrne (Kootenay East) and Mrs. Ellen L. Fairclough (Hamilton West), Hon. Milton F. Gregg, Minister of Labour, explained the method of compilation of National Employment Service figures on the number of applications for employment and of the Dominion Bureau of Statistics labour force survey estimate of the number of persons looking for work.

"Because these two sets of statistics differ does not mean that the two figures contradict one another or that they are not valuable for their own purposes," he said. "Because it is an administrative agency the National Employment Service figures will

always include a number of people who, after registration, have found jobs on their own and have not notified the employment office."

He also pointed out that: not all unemployed persons register at an employment office; NES figures have some limitations for comparative purposes because the coverage of the Unemployment Insurance Act has been extended a number of times in recent years; the number of wage and salaried workers has been growing so that comparisons from one year to another need to be made with this fact in mind.

He explained that the DBS estimate of those "without jobs and seeking work" does not include a number of persons away from work because of bad weather, those temporarily laid off with instructions to return to work within 30 days, or those who have worked at all during the survey week.

"A further reason for the difference in the two figures," he said, "is that some persons, when enumerated by the labour force survey, will not be reported as seeking work even though they are registered with the employment service."

Mr. Gregg then presented a more complete survey of the employment picture, prepared in conjunction with the Department of Trade and Commerce. In it he remarked that there is little evidence of any basic weakness in the economy.

His statement dealt with seasonal unemployment, the industries that were not operating at capacity, the tightening up in many sections of the economy and the change from a seller's to a buyer's market.

He stated that public works, often suggested as a useful way of alleviating unemployment, were by no means a cure-all. There are other ways, various fiscal and monetary measures, of maintaining high employment levels. "It seems to me that it would be unwise to embark upon a greatly expanded public works program," he said.

He pointed out that the extended coverage of unemployment insurance and the provision for supplementary benefits, together with family allowance and old age pension payments, were helping to ease the burden of unemployment.

"Unemployment is a problem that is the concern of all levels of government, federal, provincial and municipal," he concluded. "The unemployment insurance program of the federal Government is carrying the major share of the burden at the moment. There is, however, a residual problem and the most effective way of solving it is through the joint efforts of the provincial and municipal governments and of the federal Government."

Canada Election Act

January 27

Mr. Rodney Adamson (York West) moved:—

That, in the opinion of this House, the Government should take into consideration the advisability of amending the Canada Elections Act so as to exclude the holding of a general election during the months of July or August except in a state of emergency.

Calling attention to the last five words of the resolution, he said: "By including these words the resolution specifically does not take from any government in power the essential right to call an election should an emergency exist."

The purpose of the resolution, he explained, is to regard the hot summer months in the same way as we regard the frigid winter months, as being improper times to hold a general election.

Mr. Adamson pointed out that in the last election, in some cases those not voting exceeded the total vote cast for all candidates. He placed on the record the numbers who did not vote and the difference between these figures and the number of votes cast for the elected members, for every constituency in Canada for the 1949 and 1953 elections.

Hon. J. W. Pickersgill, Secretary of State, opposed the resolution for three reasons: he thought it undesirable to add any more rigidities to the Constitution, the inclusion of the words "state of emergency" made the proposal too restrictive, and July and August were the best months for an election in some Newfoundland constituencies because it is almost impossible to make the enumeration in January, February or March.

While he agreed that August is not the best month for an election, he thought no month should be denied for an election.

The House adjourned before the question was put.

CORRECTION

An error occurred in extracting from *Hansard* the reply to a question on Commissionaires' wages (L.G., 1952, p. 21). The wage rates of Commissionaires employed by the Government of Canada have a *maximum* of $1 per hour, not a *minimum* of $1 per hour, as was published in the Labour Gazette. The extract from the French version of *Hansard* was correctly made for the French issue of the Labour Gazette.

Contribution, Benefit Formulas in Canadian Industrial Pension Plans

More than half of 411 Canadian firms with 500 or more employees have company-wide pension plan. Five out of six of the plans are financed by both employee and employer contributions; others non-contributory

While the basic purpose of an industrial pension plan is simple—to help the employee provide for his years of retirement—the procedures by which that purpose is accomplished are necessarily complex. Many factors must be considered, under such broad headings as: method of financing the plan, benefits to be provided, manner of administration, eligibility requirements, vesting, and age of retirement. These factors may be dealt with in a variety of ways. A pension plan is thus a complex whole and is usually "tailor-made" for a particular company and the employees it is designed to serve.

More than half of 411 Canadian firms with 500 or more employees recently studied by the Economics and Research Branch, Department of Labour, have a company-wide pension plan. Five out of six of these pension plans are financed by both employee and employer contributions; the others are non-contributory.

Among the plans studied, great variation was found in contribution and benefit formulas. Rates of contribution vary, not only in the level of pension benefit, but also in the type of supplementary benefits that may be provided and the age stipulated for retirement. The cost of a pension plan is also affected by the age and sex of the persons in the working force, rate of interest earned by accumulated contributions, employee turnover and other factors.

The present study deals only with pension plans in effect in the larger Canadian firms. The 411 firms included, many of which have branch establishments, are believed to constitute more than 90 per cent of the total number of firms in Canada having 500 or more employees. It was found that 238 of these larger firms, or 58 per cent, have a pension plan. Five of the plans were not available for study, while 19 applied to salaried employees only; these are excluded from the present analysis, which is thus based on pension plans in effect in a total of 214 firms. Total employment in the firms, including their branch establishments, is estimated at 660,000, but the proportion of employees eligible to participate in the pension plans or actually covered is not known.

> This is the first in a series of articles by the Economics and Research Branch that will discuss some of the problems in industrial pensions and describe the way selected pension plans deal with them. It deals with the aspects of pensions of greatest importance to the employee: the benefit that will be provided at normal retirement age and the way the benefit will be paid for.
>
> Articles are being prepared dealing with age of retirement, vesting provisions, and the extent to which pension plans are found in Canadian industry generally.

The 214 plans are distributed industrially as follows:—

Forestry	1
Mining	9
Manufacturing	168
Food & Beverages	32
Textile Products	10
Paper Products	28
Iron & Steel Products	22
Transportation Equipment	11
Electrical Apparatus & Supplies	12
Other Manufacturing	53
Construction	4
Transportation, Storage & Communication (1)	11
Public Utility Operation	3
Trade	16
Service	2
	214

(1) Steam Railways excluded (but for description of Canadian National Railways pension plan, see LABOUR GAZETTE, 1952, p. 339).

There are two main ways of meeting the cost of a pension plan: the "contributory" and the "non-contributory" method. Similarly, there are two main ways of providing benefits: through the "unit benefit" and the "money purchase" types of plans.

Contributory and Non-Contributory Plans

In Canada, at present, most pension plans are "contributory", with both employer and employee making regular contributions towards the cost of providing

benefits. Of the 214 plans studied covering the larger industrial firms, 176, or more than 80 per cent, were of the contributory type. In the remaining 38 "non-contributory" plans, the cost is borne entirely by the employer.

This wide adoption of the contributory method in Canada is in contrast with the experience in the United States, where non-contributory plans appear to be about as popular as contributory plans. For example, a study of company plans made by the U.S. Bureau of Labor Statistics in November 1949 found that less than 60 per cent of the plans were contributory.[1] A later study, made by the Bankers Trust Company, showed that of 314 plans in effect in large firms between 1950 and 1952, only 37 per cent required employee contributions; the remainder, including all the negotiated plans, were non-contributory.[2]

This important difference between Canadian and United States pension plans may be partly explained by the history of employee benefit plans in both countries, starting with the last war.

During the war, when wages were subject to controls on both sides of the border, a considerable number of employee benefit plans were introduced by industrial firms in lieu of wage increases. At that time, industrial workers in the United States were already covered at retirement by social insurance benefits available under the Social Security Act. Interest in employee benefit plans was thus mostly in the fields of life insurance and health benefits; after the war, industrial pension plans were found in only 5 per cent of establishments, in a study made by U.S. Bureau of Labor Statistics in 1945-46, covering 15,636 manufacturing establishments. By contrast, 37 per cent had life insurance plans and 30 per cent had health benefit plans.[3]

In Canada, where at that time old-age pensions were subject to a means test, the increase in the number of pension plans kept pace with the increase in other benefit plans. In 1936-37, approximately 8 per cent of Canadian establishments were estimated to have a pension plan.[4] Ten years later the proportion was estimated at almost 25 per cent.[5]

Plans introduced during the war years were mostly contributory, since it was the general policy of the War Labour Boards in Canada to favour contributory plans, as better adapted to the anti-inflation program.

It was only in more recent years that a marked trend towards industrial pension plans developed in the United States. The sharp rise in the post-war cost of living made the provisions of the Social Security Act appear less adequate. In 1949, unions started a drive for pensions that resulted in the introduction of plans in a great many establishments. For the most part, the unions aimed at obtaining non-contributory pension plans. In Canada, on the other hand, pension planning was less influenced by collective bargaining than in the United States and tended to follow the experience of contributory plans established during the war years. However, a union drive for non-contributory plans did develop about 1950 and met with some success, particularly in the iron and steel products and the non-metallic mineral products industries.[6]

One of the reasons why non-contributory plans have not proved as popular in Canada as in the United States is the difference in taxation laws. Canadian law favours contributory plans: the money an employee contributes to a pension plan is deductible from his income for taxation purposes, as is also the employer's contribution. In the United States, only the employer's contribution is deductible.

TABLE 1.—NUMBER OF PENSION PLANS BY METHODS OF FINANCING AND PROVIDING BENEFITS

—	Total	Unit Benefit	Money Purchase	Composite
Contributory....	176	121	53	2
Non-contributory	38	37	1	.....
Total.....	214	158	54	2

[1] *Monthly Labor Review*, Bureau of Labor Statistics, Washington, March 1950, p. 298.

[2] *A Study of Industrial Retirement Plans*, Bankers Trust Company, New York, 1953, p. 15. For the period of 1948-50, 53 per cent of the private plans were contributory.

[3] *Monthly Labor Review*, July 1947, p. 54.

[4] *Report on Phases of Employment Conditions in Canadian Industries*, National Employment Commission, Ottawa, December 1937.

[5] *Survey of Pension and Welfare Plans in Industry*, 1947, Dominion Bureau of Statistics, Reference Papers No. 4, May 1950, Ottawa, Canada, pp. 27 & 29. This survey obtained information on more than 3,400 plans as of 1947.

[6] Industrial pension benefits in the United States are generally integrated with government retirement benefits and even though the employee may not make a contribution to his industrial plan, he is required to contribute to the government program.

Another fact that explains in part the difference between Canadian and United States practice is that in Canada the large firms are still of a smaller size than the large firms in the United States and the information available in both countries suggests that larger firms are more apt to accept the full liability of a pension plan. For example, the survey cited previously, made by the Dominion Bureau of Statistics in 1947, showed that non-contributory plans were found in units averaging 405 employees, while the contributory plans were in units averaging 78 employees. Similarly, the U.S. Bureau of Labor Statistics' study of 1949 also found that non-contributory plans were more prevalent in larger than in smaller firms.

"Unit Benefit" and "Money Purchase" Plans

Most pension plans state definitely the benefit rates that are to be provided. An attempt is made to estimate the cost of providing these benefits but in actual practice the cost is likely to vary from firm to firm and even within each firm from year to year, depending on actuarial considerations, experience under the plan, and other factors. In most such plans the rate of employee contributions (if the plan is contributory) is fixed but the amount of the employer contribution, which will vary from year to year, is stated to be "the balance of the cost of the plan". Such plans are usually called "unit benefit" or "definite benefit" plans.

An alternative kind of pension scheme is the "money purchase" plan. Under this type, the rate of contribution is fixed for both employer and employee but the level of benefits may vary. In such plans, a tentative level of benefits is usually anticipated and the contribution formula is determined with the expectation that it will provide or approximate a certain result. Whether this result will in fact be achieved, however, will depend on experience under the plan. The purpose of this type of plan is different from that of the unit benefit plan. The unit benefit plan undertakes to provide a certain definite level of benefits; the money purchase plan, on the other hand, undertakes instead to provide whatever benefits may be realized by a fixed amount of money invested in the plan.

With a unit benefit plan, a fixed amount or "unit" of pension is bought for each year of service with the employer. This unit is usually expressed as a percentage of earnings. For example, if the formula calls for a pension of 1½ per cent of earnings per year of service, an employee whose earnings are $2,400 in a particular year will earn an annuity of $36 for that year of service. The total of the units earned forms the total pension to be received annually upon retirement. If the employee remains with the firm for 30 years at an average wage of $2,400, his pension upon retirement will be $1,080 yearly ($2,400 x 1½% x 30).

Under a money purchase type of plan, the employee frequently is given an approximation of the amount of pension he will receive at retirement in relation to the contributions made by himself and by the employer in his behalf but the level of benefit is not guaranteed.

Obviously the type of analysis that can be made of the 214 pension plans under study will vary in accordance with the basic structure of the plans (shown in Table 1). In the unit benefit plans it is possible to study the method of calculating pension benefits, in relation to

TABLE 2.—EMPLOYEE CONTRIBUTION AND BENEFIT RATES IN 115 CONTRIBUTORY AND UNIT BENEFIT PLANS

Employee's contribution and future service benefit expressed as a fixed percentage of his earnings

Employee Contribution	Benefit (% of average annual earnings x years of service)									Total
	3/4	1	1 1/8	1 1/4	1 1/2	1 3/5	1 2/3	1 3/4	2	
2% of earnings					1					1
3% "		2		1	6				2a	11
3½% "					7					7
4% "				1	29	5b		1	7	43
4½% "				1	7c				1	9
5% "	1		1	1	26		2	6	6d	43
6% "								1		1
Total	1	2	1	4	76	5	2	8	16	115

a In one plan, benefits are based on the 10 highest paid years of service.
b In one plan, there is an additional benefit of $40 per month if the employee retires after age 60 with 20 years service.
c In one plan, benefits are based on the 10 last years of service.
d In one plan, benefits are based on the 10 highest paid years of service excluding the last five, or the ten years preceding the last five, whichever is greater.

employee contributions and to employer contributions, if any. For the money purchase plans, on the other hand, nothing can be stated concerning the benefit levels, since the plans are not specific on this point.

Analysis of Contribution and Benefit Formulas

For analysis of contribution and benefit formulas, the 176 contributory plans are divided according to whether they provide pensions by the unit benefit or money purchase method. Of the 38 noncontributory plans, all but one are of the unit benefit type.

Only the ways in which the plans provide for an employee's "future service", that is, to his years of service after the introduction of the pension plan, are described here. The years of employment with the firm prior to the plan are referred to as "past service". Retroactive pensions for these years are often bought by the company, with, in many cases, voluntary additional contributions by the employee. However, the way in which the 214 plans deal with "past service" is outside the scope of this article.

1. Contributory Plans

(a) *Unit Benefit Plans*—In a contributory plan, the rate of employee contribution is usually fixed and remains the same throughout his period of service. From the actuarial point of view, however, the cost of the plan increases with the age of the worker. A few plans base their contribution formula on this consideration and require the employee to pay a higher rate of contribution as he grows older. The employee's rate of contribution also varies in some cases with the size of his earnings.

In 115 of the 121 unit benefit plans studied, the percentage of his earnings which the employee contributes remains fixed throughout his years of service. In five cases, however, the rate of contribution varies either with the earnings or with the age of the participant. In one other plan, both the contributions and the units of benefit are flat amounts, rather than percentage of earnings. This plan has a fixed money contribution of $52 and a benefit of $33.66 per year of service (for male plant employees). In all six cases, the employer bears the balance of the cost necessary to buy the level of benefits.

Table 2 shows the rate of employee contribution and the rate of benefit in the 115 plans in which the employee's contribution is a fixed percentage of his earnings. Note that the rate of future benefit most commonly provided by this type of plan is 1½ per cent of the employee's average earnings. This is also the rate specified in all five of the plans in which the rate of employee contribution varies with earnings or age group.

As an illustration of the size of annual pension a formula of this sort would provide, an employee with an average yearly salary of $2,000, $3,000 or $4,000, and with 20, 25 or 30 years of credited service with the employer, would receive upon retirement one of the following pensions:—

Years of Credited Service	Average Earnings $2,000	$3,000	$4,000
20	600	900	1,200
25	750	1,125	1,500
30	900	1,350	1,800

The next most common rate of benefit found in the contributory and unit benefit plans studied is 2 per cent of salary; 16 plans out of 120, or about 13 per cent, have adopted this formula.

Table 2 shows also that the rates of employee contribution most generally found are 4 per cent and 5 per cent of earnings. These two rates account for three-quarters of the contributory plans of the unit benefit type, with each rate being found in 43 plans. In both cases, the 1½ per cent benefit formula is predominant.

TABLE 3.—CONTRIBUTION RATES IN 43 CONTRIBUTORY AND MONEY PURCHASE PLANS

Employee and employer fixed contributions to the pension plan expressed as percentage of employee earnings

Employee Contribution	Employer Contribution 2%	3%	4%	5%	6%	Total number of plans
2%				2	1	3
3%		7		2		9
4%			8	1	1	10
5%	1			19a		20
6%					1	1
Total number of plans	1	7	8	24	3	43

a In one plan, both contributions are increased to 6% if employee is married.

From Table 2, it may appear that there is a great difference in the liberality of the various pension plans, since employees coming under different plans contribute different amounts to receive the same benefits. For example, 26 plans require the employee to contribute 5 per cent of his earnings in order to receive a unit benefit of 1½ per cent, while under 29 plans the employee has to pay only 4 per cent for the same future pension benefit; 14 plans ask even less than 4 per cent from the employees for the same benefit. It is a fact that some plans are more liberal than others from the employee's point of view, and, in these cases, the "balance of the cost" to be paid by the employer is higher. However, it should be emphasized that Table 2 does not afford an exact comparison of the liberality of the various plans because several benefits provided in varying degrees are not discussed in this article; the provision of those benefits adds to the cost of the plan. Some of these "fringe" items are disability pension, early retirement, death benefits, and vesting. These benefits must be paid for and, for a given amount of total contributions, the higher the "fringe" items, the smaller the amount of retirement pension.

(b) *Money Purchase Plans*—It has already been noted that the benefits provided under the money purchase types of pension plan cannot be easily calculated in advance. But, on the other hand, the essential feature of a money purchase plan is that the contributions of both the employee and the company are known.

It is therefore possible, with plans of this type, to compare the size of the contribution the employee makes to the plan with that made by the employer. This is done in Table 3.

In the study it was found that 53 of the 176 contributory plans, or about one-third, were of the money purchase type. In most of these plans (43) the contribution of both employer and employee is a fixed percentage of the employee's earnings. The relation between employer and employee contribution rates in these 43 plans is shown in Table 3.

Noted that in most of the money purchase plans (35) the employer and employee contributions are the same; in seven of the eight remaining plans the employer's contribution exceeds that of the employee.

The commonest rate of contribution is 5 per cent of the employee's earnings. Twenty of the plans require the employee to contribute at this rate; all but one of the remainder call for a lesser contribution.

Among the money purchase type of plans are also found ten in which the rate of contribution of the participants may vary, instead of remaining fixed throughout the employee's term of service. In four cases the rate varies with the age of the employee; in three cases with the employee's earnings. The remaining three plans are profit-sharing plans, under which the company's contributions vary according to its earnings.

(c) *Composite Type Plans*—In Table 1, two of the contributory plans were listed as "composite". These two plans combine certain features of the unit benefit and money purchase methods. The employer pays the cost of yearly units of benefit amounting to ¾ of 1 per cent of the employee's earnings in one case and 1 per cent in the other. An additional "money purchase" benefit is bought with the employee contribution, which may be 4, 5 or 6 per cent at the employee's discretion.

TABLE 4.—BENEFIT FORMULAS IN 26 NON-CONTRIBUTORY AND UNIT BENEFIT PLANS

Showing the percentage of employee earnings on which pension benefits are based and the period of service used to compute pension benefits. (In all cases the pension benefit is computed by multiplying the percentage of the employee's average earnings over the period of service specified by his total number of years of credited service.)

Period of Service used to compute Pension Benefits	Percentage of employee earnings on which pension benefits are based							Total Number of Plans
	3/5 of 1%	7/8 of 1%	1%	1 1/8%	1 1/4%	1 1/2%	2%	
Entire credited service	1a		3	1	1	1	1	8
Last ten years of service			9					9
Ten highest paid consecutive years of service		2	1					3
Ten highest paid years of service			1			1		2
Last five years of service			2b					2
Last year of service			1			1c		2
Total number of plans	1	2	17	1	1	3	1	26

a Company's contribution is raised when employees make voluntary additional contribution.
b In one plan the company's contribution is raised to 2% when employee makes voluntary additional contribution; in the other, the company's contribution is raised to 1¼% for women.
c Plus $6.00 yearly per year of service.

2. Non-Contributory Plans

Under a non-contributory pension scheme, the employer is required to pay the plan's full cost. The plan may, however, be either of the unit benefit or money purchase type, although the former type is far more common.

In fact, in all but one of the 38 non-contributory plans included in this study, the benefits are stated and the company pays whatever they cost. The other non-contributory plan is money purchase.

In 26 of these non-contributory plans the benefit rate is based on a percentage of the employee's average earnings. As will be noted in Table 4, the rate most commonly provided is 1 per cent of average earnings.

Compared with the higher rate of 1½ per cent which is predominant among the contributory plans, this would seem to indicate that non-contributory plans tend to provide a less liberal pension benefit than do contributory plans. However, there is at least one offsetting factor in the non-contributory plans studied, that is, the tendency in such plans for benefits to be based on the average earnings of the employee during his last ten years of service, instead of on his average earnings over his entire period of credited service. Provisions of this kind are frequently found in those plans which have been negotiated through collective bargaining. They are likely to be favourable to the employee, since his earnings are normally higher towards the end of his employment and his average earnings over the last ten years are higher than the average over his entire period of credited service.

Other plans, as shown in Table 4, use such periods of service as the ten highest paid years, the ten highest paid consecutive years, the last five years, and even, in two cases, the last year.

Still another plan provides 40 per cent of the average of the employee's five consecutive years of highest earnings, provided he has fulfilled a service requirement of 20 years.

In this latter plan, and in the 26 plans listed in Table 4 (as in all but one of the contributory plans), the benefits are based on both the earnings and the years of credited service. However, the benefits can also be a flat amount per year of credited service. In such cases the amount of pension benefit does not vary with salary. For example, if the benefit is two dollars per month per year of service, an employee with 25 years of service would receive $50 monthly, whatever his salary. Six non-contributory plans with this type of unit-benefit can be listed as follows:—

Plan	Monthly Benefit
1	$1.40 multiplied by the number of years of credited service.
2 & 3	1.50 multiplied by the number of years of credited service.
4	2.00 multiplied by the number of years of credited service.
5	2.16⅔ up to age 70 (1.83⅓ multiplied by years of service after age 70).
6	3.50 monthly multiplied by years of service.

Four other plans provide a maximum pension of a stipulated amount per month, provided a stipulated period of service has been fulfilled. These are as follows:—

Plan	Monthly Benefit
1	$ 50 after 10 years of service
2	55 after 30 years of service (proportionately less for less service)
3	75 after 30 years of service (proportionately less for less service)
4	100 after 10 years of service (less 10 per cent for each year of service under 10)

TABLE 5.—EMPLOYEE CONTRIBUTION RATES IN 214 PLANS

Employee Contribution	Contributory Plans		Non-Contributory Plans		Total
	Unit Benefit Plans	Money Purchase Plans	Unit Benefit Plans	Money Purchase Plans	
No employee contribution			37	1	38
2 per cent of earnings	1	4			5
3 " "	11	10			21
3½ " "	7				7
4 " "	43	10			53
4½ " "	9				9
5 " "	43	22			65
6 " "	1	1			2
4, 5 or 6 per cent of earnings (employees' option)		2			2
Rate of employee contribution varies with age or earnings	5	6			11
Flat amount	1				1
Total	121	55	37	1	214

All the non-contributory plans providing benefits of the above type were introduced within the last few years and most of them were the result of collective bargaining negotiations.

Summary

There is a wide variety in contribution and benefit formulas in the different categories of the 214 pension plans studied.

Three types of contribution formula predominates: 30 per cent of the plans call for an employee contribution of five per cent of his earnings, 25 per cent call for a four-per-cent contribution, while in 18 per cent of the plans the employer bears the entire cost (Table 5).

In some 40 per cent of the plans the employee may look forward to an annual pension consisting of 1½ per cent of his average annual earnings (the average usually being calculated on the basis of his entire period of credited service, but sometimes on a shorter period) multiplied by his total number of years of credited service (Table 6). The remaining plans show considerable variety in their benefit formulas. Of those which express pension benefits as a percentage of earnings, approximately the same number use less than 1½ per cent and more than 1½ per cent.

It should again be emphasized, however, that comparisons of the liberality of the plans should take into account the fact that the present study does not deal with such "fringe" values as vesting, disability pension, early retirement and death benefits. Vesting, involving as it does the right of the employee, if he decides to change his employment, to retain all or part of the money contributed to the pension fund on his behalf by the employer, is of particular importance in calculating the cost of a pension plan.

In general, it can be said that a pension plan containing the features most typically found in large Canadian firms would provide, on a contributory basis, a pension unit of 1½ per cent of earnings for each year of service with the company after the introduction of the plan. For that pension benefit, along with such other "fringe" benefits as the plan may provide, the employee pays 4 to 5 per cent of his earnings. To cover the balance of the cost, the employer matches or exceeds the employee's contribution, in addition to meeting the plan's administration expenses.

It has not been possible in this study to assess the present trends in the contribution and benefit formulas of pension plans in Canada. It may, however, be noted that the non-contributory plans are in general of more recent origin than the contributory plans and are more likely to have been introduced through collective bargaining.

TABLE 6.—PENSION BENEFITS IN 214 PLANS

Future pension benefit*	Contributory Plans		Non-Contributory Plans		Total
	Unit Benefit Plans	Money Purchase Plans	Unit Benefit Plans	Money Purchase Plans	
½ of 1 per cent of employee earnings	.....	.....	1	.....	1
¾ " " " " " " "	1	.....	.....	.....	1
¾ " " " " " " "	.....	.....	2(a)	.....	2
1 " " " " " " "	2	.....	17(b)	.....	19
1¼ " " " " " " "	1	.....	1	.....	2
1¼ " " " " " " "	4	.....	1	.....	4
1½ " " " " " " "	81(c)	.....	3(d)	.....	84
1⅝ " " " " " " "	5	.....	.....	.....	5
1⅝ " " " " " " "	2	.....	.....	.....	2
1¾ " " " " " " "	8	.....	.....	.....	8
2 " " " " " " "	16(e)	.....	1	.....	17
Not stated (money purchase or composite plan)	.....	55	.....	1	56
Flat amount (not related to salary)	1	.....	11	.....	12
Total	121	55	37	1	214

* Pension benefits are based on the stated percentage of employee earnings over the entire period of credited service, except as otherwise indicated by footnote.

(a) Average annual earnings are based on 10 highest consecutive years.

(b) Average annual earnings are based on 10 highest consecutive years in 1 plan, on 10 highest years of service in 1 plan, on last ten years of service in 9 plans, on last 5 years of service in 2 plans and on the salary of the last year of service in one plan.

(c) In two plans, average annual earnings are based on 10 last years of service.

(d) Benefits are based on annual earnings in last year of service in one plan, and on the 10 highest paid years in one plan.

(e) In two plans, average annual earnings are based on 10 last years of service.

Seasonal Unemployment Examined

National Employment Committee completes report requested by National Advisory Council on Manpower on causes and effects of seasonal unemployment and makes recommendations aimed at stabilizing employment

The report on seasonal unemployment prepared by the National Employment Committee (Unemployment Insurance Commission) for the National Advisory Council on Manpower is published in full below. The Advisory Council requested the report at its fifth meeting, on December 11, 1952. The report was signed by Judge W. J. Lindal, Chairman, on February 17, 1954.

The Committee makes several recommendations to the Government, employers, unions, research agencies and universities aimed at stabilizing employment in Canada.

The report follows.

REPORT OF NATIONAL EMPLOYMENT COMMITTEE

Definition of Seasonal Unemployment

Seasonal unemployment in Canada is a problem meriting serious consideration and discussion because it involves a recurring annual waste of manpower and frequently of productive capacity.

Seasonal unemployment occurs regularly each year as a result of normal climatic changes or of other circumstances which arise at particular times each year. It is not merely the result of climatic conditions, however; it also reflects employers' and consumers' habits as well. Although the pattern varies, it is usually more severe in countries having marked climatic variations. In Canada, unemployment is usually at a minimum in September and increases to a peak in late winter or early spring.

It is useful to distinguish between seasonal and one or two of the other main kinds of unemployment. Mass unemployment, such as Canada experienced in the thirties, is the result of causes affecting the over-all level of economic activity. Frictional unemployment is due to the fact that there are always some people changing jobs, which usually means a brief period of idleness for those involved. Seasonal unemployment with its regular yearly pattern should be distinguished from these and other kinds of unemployment.

Causes of Seasonal Unemployment

Seasonal unemployment is of two main types. The first arises through the direct effects of climate on the production process. It is either impossible or difficult to do certain things in certain seasons. Canadian farmers cannot, with the best will in the world, plant wheat in February. Ice makes inland navigation impracticable in winter and salt-water fishing faces increased difficulties in winter. The canning industry must obviously operate largely in the summer and fall when fresh fruits and vegetables are harvested. On the other hand, logging is a fall and winter industry since the frost and snow make woods transportation easier, and the spring thaw is depended upon to provide high water for the log drives. In these industries seasonal unemployment occurs because the climate determines to a large extent the character and magnitude of production activity.

The other type of seasonal unemployment occurs in industries in which the market rather than the production process is affected by the climate or the time of year. Retail trade, for example, is at a peak from October to December. The clothing industry has peaks in the spring and fall. Demand for agricultural implements is highest in spring and summer. Various service industries—hotels, restaurants, laundries and dry-cleaning establishments—reach peak activity in July, August and September.

Seasonal Unemployment and the General Level of Economic Activity

The amount of seasonal unemployment is, in part, dependent on the general level of economic activity. During the years of general manpower shortage of World War II, the volume of seasonal unemployment was at low level. During the post-war years, as pressures on the economy gradually eased, the volume of seasonal unemployment has increased year by year. The number employed in the country's seasonal industries has also grown year by year. This means that seasonal unemployment has become a progressively more serious social and economic problem in Canada. For example, during the winter 1953-54, when the general level of economic activity has slackened, the extent and volume of seasonal unemployment has increased significantly.

Workers Affected

Seasonal unemployment is difficult to measure because not all workers holding seasonal jobs become unemployed for an extended period. This becomes clear when the different groups of people who engage in seasonal work are considered.

The first group consists mostly of students, housewives, retired people, and others who enter the labour force at peak periods but withdraw when their jobs come to an end or school re-opens. Another group includes those workers who transfer from one industry to another, for example, from farming to logging, as the seasons change. Some shifts are also made by workers from one area to another within the same industry. A third group are those who work for only a part of the year but who are looking for work for the balance of the year. These are the seasonally unemployed, but they constitute only a part of the total number of workers subject to seasonality of employment.

Effects of Seasonal Unemployment

The most serious result of seasonal unemployment is the waste of manpower involved. An important characteristic of manpower which distinguishes it from other resources is that it cannot be stored, so that labour time not used is permanently lost.

Another important consideration is the annual cost of supporting the seasonally unemployed. Employers and employees jointly bear most of the cost of unemployment insurance benefits, both regular and supplementary, paid to the seasonally unemployed; the Government also contributes one-fifth and bears the administrative costs. (During the year beginning July 1, 1952, a total of $144,239,000 was paid out as unemployment insurance benefits by the UIC. Of this total, $93,111,000 or about 65 per cent was paid out in the five months December to April, inclusive.) For those seasonally unemployed who are not covered by unemployment insurance, the cost of their unemployment falls on public relief funds and private persons. In addition to these direct costs, there are the intangible personal and social costs which are associated with unemployment, whatever its cause.

Recent Study of Problem by the Government

At the 4th meeting of the National Advisory Council on Manpower held in February 1952, it was suggested by Mr. Norman Robertson, Joint Chairman of the Council, that the study of seasonal unemployment undertaken by the Economics and Research Branch of the Department of Labour be extended to learn the extent of seasonal employment variations in Canadian industries, in various areas and in selected firms.

Since then, the Economics and Research Branch has continued its analysis of seasonal variations in employment. Seasonal indices have been calculated for the years 1947-1951 for 100 Canadian industries and for various industries on a provincial basis in 155 cases. This work is not yet complete. It will also be necessary in the near future to bring these indices up to date to determine recent changes in the pattern of seasonal variations in employment.

At the same meeting Mr. A. MacNamara, Joint Chairman of the Council, suggested that more should be done to publicize seasonal problems and to consider, together with industry and organized labour, steps which might be taken to reduce seasonal variations in employment.

In March 1952, an interdepartmental committee on seasonal unemployment was set up to consider how the Government might best deal with the problem. This committee recommended, among other things, that a letter and questionnaire on seasonal unemployment be sent to a sample group of employers asking them the extent, if any, of seasonal variations in employment in their plants, the causes, and their opinions as to how these variations had been or could be reduced.

This proposal was accordingly put before the 5th meeting of the National Advisory Council on Manpower held in December 1952. The Council did not deal specifically with the proposed letter and questionnaire but asked the National Employment Committee to consider the suitability of its machinery for the discussion and study of seasonal unemployment. The National Employment Committee appointed a sub-committee to give further consideration to the matter. This sub-committee undertook the preparation of letters and questionnaires to be sent to a sample of employers across Canada, through the medium of the regional and local employment committees. The letters and questionnaires were sent in the spring of 1953 to over 1,000 employers in 19 industries in which seasonal variations in employment are substantial. The selection of industries and employers and the analysis of the replies were made by the Economics and Research Branch, in co-operation with the National Employment Service. A technical report based on this analysis has been prepared.

Findings of Seasonal Unemployment Survey

The analysis of the replies from the employers surveyed shows great variation as to the cause and degree of seasonality experienced by various firms and industries and as to the methods which have been used to reduce it. Nevertheless, some classification of these industries can be made in the following terms:—

(a) Certain industries, although they have large seasonal variations, do not contribute proportionately to seasonal unemployment because their workers do not, in general, want year-round jobs. Industries which, by and large, fall into this group are retail trade, hotels and restaurants, canned and preserved fruits and vegetables, some parts of non-metal mining and some parts to tobacco and tobacco products.

(b) Some industries are so strongly affected by climatic changes that they are virtually unable to conduct their normal activities during the winter months. These industries includes water transportation, construction of highways and streets, and, to a lesser extent, shipbuilding and repairing and grain elevators.

(c) The forests industries present special problems in respect to the stabilization of employment on a seasonal basis. In the case of logging, sawmills and pulp and paper mills, many employers conduct operations in two, and in some cases in three, of these industries. This means that at least a part of their work force can be transferred regularly from woods work to mill work or vice versa as required. This is particularly true for the logging and sawmill segments of the forest industries. In the case of pulp and paper mills, such transfers are not practicable to the same extent, since mill operations are continuous and are therefore largely separate from woods operations. The pulp and paper industry has mild seasonal employment fluctuations resulting largely from the stockpiling of pulp wood which has been developed to permit year-round operation of the mills.

Seasonal employment variations in sawmills and pulp and paper mills do not present a serious employment problem since most of the workers seasonally laid off are absorbed in logging in the winter time. Although logging employs a much larger seasonal labour force than sawmills and pulp and paper mills, the difference is largely

composed of farmers and fishermen who return to these occupations when the season is over.

(d) In many industries further reductions in seasonal employment variations can undoubtedly be made through constructive action on the part of employers, unions, and consumers. Although these industries are affected by seasonal variations in their supply of raw materials or in the demand for their products or a combination of the two, the survey reveals that a variety of steps can be taken to reduce employment variations. These industries include planing mills, meat products, dairy products, canned and cured fish, carbonated beverages, women's clothing, and agricultural implements.

(e) The building construction industry is of special importance because it has such a substantial impact on the country's seasonal unemployment problem. Its operations are geographically extensive and extend into all parts of Canada. Seasonal employment in the electric light and power industry results from the same causes as seasonal patterns in building construction because the seasonal workers involved are engaged in construction activities.

Recommendations

The National Employment Committee believes that it is important in dealing with the seasonal unemployment problem to place primary emphasis on those industries in which there is the greatest potentiality for constructive action on the part of employers, employers' associations, unions, governments, and consumers. The Committee draws attention to the fact that, while some useful steps can probably be taken to stabilize employment in industries in groups (a), (b) and (c), it is primarily those industries in groups (d) and (e) that the most fruitful approach can be made to further stabilization of employment.

(i) The Seasonal Unemployment Survey has revealed a number of techniques which are being used in a variety of seasonal industries, particularly in those mentioned in (d) above, to stabilize employment seasonally. Such techniques include the diversification of products, stockpiling of raw materials and finished goods, the levelling of seasonal consumer spending habits, the scheduling of repairs and alterations in the off-season, the transfer of employees between departments of the business, the training of workers for jobs which are available at different seasons, and the taking of annual holidays in a slack season. All these techniques, of course, are not necessarily applicable in particular cases due to peculiar problems of the firm or industry. Nevertheless, the Committee believes that these and other demonstrably successful methods of stabilizing employment are worthy of careful study.

Consideration might also be given by procurement and purchasing agencies of Government and businesses in placing their orders with these industries, so that the timing of their orders will assist in the provision of employment in slack seasons.

The Committee further recommends that the federal Government encourage seasonal industries, particularly those mentioned in paragraph (d) above, to set up study groups representative of employers, employers' organizations and unions to investigate and stimulate the use of these and other practicable measures which might assist in the levelling-off of seasonal employment variations.

(ii) The Committee also recommends the continuance and intensification of federal Government measures designed to facilitate labour mobility between seasonally active industries. Such measures include group movements of agricultural workers, the clearance system of the National Employment Service and assistance in the transportation of certain groups of workers between areas having industries whose seasonal employment patterns dovetail.

(iii) The Committee wishes to draw attention to the importance of the construction industry in any program dsigned to reduce the level of seasonal unemployment in Canada. It is an industry in which governments play a substantial and direct part in terms of their expenditure programs. For these reasons, the Committee believes that this industry provides a good opportunity for joint action by government, employers and their associations, and unions in developing constructive measures for reducing seasonal unemployment. The problem in the construction industry is complicated because effective action requires the co-operation of various general and trades contractors, architects, engineers, builders' exchanges, building trades unions, and those who place construction contracts. Solutions to further stabilization in this industry would seem to involve a higher degree of co-operative action on the part of these inter-related groups who are involved in the building construction industry.

The Committee recommends that the construction industry in various sections of Canada might be encouraged to establish groups representative of the above interests, to consider any steps which they might take to further reduce seasonal employment variations in this industry. Consideration might be given to the difficulties caused by the timing of the passing of government estimates, on the seasonal employment effect of the placement of construction contracts. The federal Government and the industry itself might be encouraged to undertake a program of public education on the feasibility of winter construction, including repairs and alterations and on the importance of timing construction jobs so that as much work as possible might be done during the winter months.

The Committee further recommends that the Government of Canada might play a leading part in connection with the stabilization of the construction industry's operations by undertaking a study of ways and means whereby the letting of government construction, repair and alteration contracts might be better timed and regulated so as to offset as much as possible seasonal variations in construction activities. The federal Government might also encourage provincial and municipal governments to consider undertaking similar steps because the construction contracts of these governments make up a considerable proportion of Canada's total construction work.

(iv) The Committee proposes that it continue its studies of the problem of seasonal unemployment and requests that the services of the Economics and Research Branch of the Department of Labour continue to be made available to the Committee.

The Committee further recommends that the Economics and Research Branch continue its research in this field and suggests that such research might be undertaken in co-operation with employers' organizations, unions, and other interested groups and might include studies of firms engaged in seasonal industries to determine in a detailed way the various methods which have been successfully used to stabilize employment. The findings of such detailed studies should assist other firms in the industry to consider the adaptation of successful methods for further stabilizing their employment.

The Committee also urges research agencies of employers, governments and universities to intensify their studies of techniques and materials which might help to overcome the limitations of climatic factors on winter operations in various industries.

(v) The Committee suggests that the federal Government and other agencies should intensify their educational and promotional activities directed at urging the public generally and employers and unions in particular to undertake actions which will help to reduce seasonal unemployment in Canada. A strong public opinion supporting the work of all those trying to reduce seasonal unemployment will be an important factor in stimulating the taking of effective steps towards dealing with this problem. One step which might usefully be taken in such a program would be the publication of the findings of the seasonal unemployment survey. These findings might be distributed widely to employers and other interested groups associated with the seasonal industries involved in the survey.

(vi) The Committee is aware that many of the steps which might be taken by employers and others to stabilize employment may add to present production costs. Such cost increases would ultimately be borne by employers, employees and consumers. The Committee wishes to point out, however, that the costs of idleness resulting from seasonal unemployment are presently borne by these same groups in the economy, in the form of contributions to the unemployment insurance fund and in other ways.

In this connection, it is important to point out that part, at least, of any increased costs resulting from steps taken to stabilize employment will not result in an increase in costs to the economy as a whole, but will be realized in time as savings in costs under the unemployment insurance program and in other ways. In addition, the economy would directly benefit from the additional employment and output created, as contrasted to the social and economic losses of seasonal idleness.

(vii) The Committee believes that the federal Government has a responsibility to assist in maintaining as high and stable a level of employment as is practicable throughout the year in the same sense that it has accepted a responsibility for maintaining a high and stable level of employment from year to year. This principle suggests to the Committee the value of examining the revenue and expenditure programs of the Government with a view to determining the extent to which they might be used to stabilize output and employment on a seasonal basis, in the same way as they are presently used to maintain a high level of employment on a longer-run basis.

This report is respectfully submitted by the National Employment Committee to the Commissioners of the Unemployment Insurance Commission and the co-Chairmen of the National Advisory Council on Manpower, following its instructions to the Chairman of the National Employment Committee at its meeting of December 11, 1952.

Paid Holiday Provision Found in 89 Per Cent of U.S. Agreements

Provision for paid holidays was included in 89 per cent of the 1,709 collective agreements analysed by the Bureau of Labor Statistics, United States Department of Labor. The 1,709 agreements in the study covered about six million workers; the 1,516 that contained paid holiday provisions covered about five million, or 83 per cent of the total covered by the study.

Six holidays with pay were specified in 53 per cent of the agreements with paid holiday provisions. More than six paid holidays were provided in a third of the agreements with paid holiday provisions.

Of the agreements with paid holiday provisions, 53 per cent provided for a double rate of pay for work on such days, i.e., pay for the holiday plus straight-time pay for all hours worked. Twenty per cent of the agreements calling for paid holidays provided for time and one-half for holiday hours actually worked in addition to straight time for the holiday, resulting in an "effective rate" of double time and one-half.

Further details of the study and its results appear in the February issue of the *Monthly Labor Review,* published by the U.S. Department of Labor.

WOMANPOWER

The beginning of a series of monthly extracts from a booklet soon to be published by Unemployment Insurance Commission: "Womanpower, a Handbook of Source Material on Wage-earning Women in Canada"

With this issue the LABOUR GAZETTE begins publication of a series of monthly extracts from a booklet soon to be released by the Unemployment Insurance Commission with the title *Womanpower, a Handbook of Source Material on Wage-earning Women in Canada.*

In a foreword to the publication Col. J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission, writes that the booklet was compiled "to provide an effective and useful source of information on Canada's womanpower". Certain basic material not always available to those seeking information about the labour market and the special problems of women in employment is presented in the booklet, Col. Bisson adds.

The first instalment follows:—

I—Women and the World of Work

Not until 1891 was there in Canada a sufficient number of women employed outside their homes to warrant their inclusion in the census record. That record showed that practically all the employable men of working age were already in the labour force of the day. This situation has obtained generally up to the present time but, with more and more workers needed to meet the labour demand, women have entered the labour market in ever-increasing numbers.

The influx developed with the movement to a greater urbanization of the nation's population. The gradual change in the national economy from agriculture to industry was accompanied by the rapid growth of new methods of communication—transportation by rail and air, contact by telegraph, telephone and radio. Also, office and other clerical positions opened up with incredible rapidity during and following the First World War. In addition, many new service industries developed as towns and cities sprang up and grew larger.

All these changes created further developments, one of the most significant being release from the arduous tasks that had been the lot of women in rural, pioneer areas. In early days, within the home, the wife and mother had been responsible for spinning, weaving, sewing; she made butter, cheese, candles, soap and many of the other necessities of life. As a matter of course, she did the cooking, the washing and the ironing, took care of the children, while the sick were also her responsibility. In her spare time she looked after the kitchen garden and the poultry and helped with the milking.

The unmarried woman remained in the home, by grace of her parents, brothers or sisters. A social liability she may have been, but in many instances she filled a definite need, for to her fell many of the humbler and more arduous tasks of the home.

As the women of those days lit their candles and sought their beds to get strength for another day, they were probably tired, but they must have realized that without their services the home could not have functioned as a home; the loss to the community would have been inestimable; while the very success of their husband's farms or businesses depended on their efforts and efficiency as an auxiliary working force.

Present-day conditions furnish a sharp contrast. Smaller families and more compact homes, furnished for the most part with labour-saving devices, together with availability of household, personal and cleaning services, have contributed to the creation of an easier, more comfortable way of life for women.

But these amenities of life have a price; they cannot be provided without labour, nor obtained without money. In the production of goods and services, jobs and more jobs for women have opened up in the past fifty or sixty years, into which they have gone, perhaps timidly at first, but in recent years with confidence in their recognized ability. As these changes took place, bringing new opportunities, the unmarried daughter no longer had to content herself with the unwanted tasks of an overcrowded household; there has been work, and paying work, waiting for her. Her

income is not merely maintenance for herself but may help to provide new luxuries and household goods for the family.

Undoubtedly two global wars hastened the full emergence of women into the labour market. Post-war conditions, in each instance, with their consequent upsurge of production of civilian goods and their sharply rising living costs, brought little or no diminution of the employment of women. Even between the two wars, with the devastating depression of the thirties, the lack of employment to women was not as significant as might have been expected. Technological developments were increasing, communication was attaining a widespread growth and all this created employment for women outside their homes. Even with the loss of work which so many thousands of men suffered, women sought and found jobs in order to keep the family together. Many a home was saved, which otherwise would have been lost if the family had had to depend on the male breadwinner alone.

Prior to the 1939-45 war, the number of married women working outside their homes in peace-time was negligible. Faced with staggering living costs, and with the leisure and urge to continue in the work for which many have been trained, married women today represent well over 25 per cent of all women in Canada employed in non-agricultural work.

More information about the employment of women according to age, occupation and marital status is given in subsequent chapters.

II—Women in the Canadian Labour Force

Before an analysis of the labour force, or of the participation of women in the labour force, is attempted, the term must be clearly understood. The technical definition is: "The labour force is that portion of the non-institutional population 14 years of age and over, that have jobs or do not have jobs and are seeking work." According to this definition, therefore, the labour force includes not only wage and salary earners, but employers and self-employed persons. Unpaid family workers, such as the wife or children of a farmer or a retail storekeeper, are also included in the labour force if they devote a considerable portion of their time to running the family farm or business, even when they do not receive a specific wage.

The total labour force includes members of the armed forces. But because most uses of labour force information relate to the civilian labour force, the term is usually applied to denote the civilian segment only. In the pages which follow, therefore, the term will refer to the civilian portion of the labour forces only.

Canada's civilian non-institutional population of 14 years of age and over at May 1953 (*see* Table 1) totalled about 10 millions, of which about 5·3 millions were in the labour force. Of the 5·3 millions about 4·1 millions were males and 1·2 millions females. These figures include those persons without jobs and seeking work as well as those with jobs. The 4·7 million persons 14 years of age and over who were not in the labour force comprised about 3·8 million females and 840,000 males. This group was outside the labour force in the sense that they did not work for pay or profit or participate as unpaid family workers in the running of a farm or business. In the main, the group comprises persons keeping house, going to school, those permanently unable to work or voluntarily idle or retired.

Method of Measurement

The most common methods of obtaining data on the labour force and its various components are those involving nation-wide census enumeration and labour force sample surveys. In most countries censuses are taken at very infrequent intervals and additional means are necessary, therefore, to provide more current information and to reflect changes over short periods of time. In Canada, the Dominion Bureau of Statistics, which carries out the national

TABLE 1.—LABOUR FORCE CHARACTERISTICS OF POPULATION 14 YEARS OF AGE AND OVER, MAY 1953

(in thousands)

—	Total	Males	Females
Total civilian non-institutional population	10,006	4,995	5,011
Canadian labour force	5,321	4,151	1,170
Persons not in labour force	4,685	844	3,841

census every ten years (every five years in the Prairie Provinces), also conducts monthly labour force sample surveys designed to provide labour force information for inter-censal periods. These surveys were initiated in November 1945 and until November 1952 were carried out quarterly. Since that date, they have been conducted on a monthly basis.

These monthly sample surveys provide current information on the employment characteristics of the civilian population 14 years of age and over. This information is compiled from facts collected by enumerators in a sampling comprising some 30,000 households across the country. The questions asked by enumerators relate to the current activity of individuals in a household during the survey week. The households visited are selected by scientific sampling methods and when the results are related to estimated totals of population they reveal information which, subject to sampling error, is considered to be highly significant in relation to the labour force as a whole.

Growth of Labour Force

Canada's population in 1951 was two and one-half times the population in 1901. Natural growth and high immigration, particularly during the early part of the half century, were the factors contributing to this population increase. Over the same period the labour force multiplied by three; but while the male labour force increased by some 170 per cent, a figure only slightly higher than that for the increase in male population, the female labour force increased to a point where, in 1951, it was five times greater than it was at the beginning of the century.

A significant part, then, of the increase in total labour force over the 50-year period, despite the fact that children now stay longer in school, results from the increasing numbers of women working at jobs outside the home.

Table 2 shows population and labour force changes between 1901 and 1951 for males and females.

TABLE 2.—POPULATION AND LABOUR FORCE, BY SEX, 1901-1951

Year	Population			Labour Force		
	Total	Male	Female	Total	Male	Female
1901	5,372	2,752	2,620	1,781	1,544	237
1951	14,009	7,088	6,921	5,286	4,122	1,164

III—Why Do Women Work?

Why do women work? The answer to this is simple. Women work to make a living. There are some exceptions to this rule, and some modification or extension of this basic reason, but on the whole it holds good.

The phrase "to make a living" is subject to varying interpretations. For some it stands for the means by which the necessities of life are obtained; for others it means the maintenance of a certain, chosen standard of living; and for many, "making a living" means the need to earn enough to provide for others, either the immediate family or dependent relatives. In other words, women work for much the same reasons that men do; economic necessity brings both men and women into the labour market and generally keeps them there as long as that necessity remains.

A comparatively small number of women may work only because of an inner urge or compulsion. Granted, many women find real satisfaction in their work; they may train for it, study it and give to their jobs an interest and effort that go far beyond the pay cheque involved; but in the nature of things, it is the pay cheque that sparks the interest and maintains the effort. This is no indictment of women. It is the corollary of economic need.

Comprehensive figures covering the causes that have brought women into the labour market are not available in Canada yet. However, some research into this matter has been made in the United States, and as much the same influences prevail in the two countries, the results of the American study are pertinent here. From answers

given by 8,300 women workers in 100 trade union locals many facts emerged, some of which are as follows:—

About 98 per cent of women without husbands (single, widowed, separated and divorced) work to support themselves, or themselves and others;

Much the largest proportion of married women (60 to 80 per cent in six unions) work to contribute to living expenses. Many of these married women have the added incentive of helping to build or buy a home, or of helping to pay for the education of their families;

Only a few women work solely because they enjoy holding a job, or because they wish to maintain their abilities and skills in certain fields;

Well over half the working women of the United States use every dollar of their wages for "daily living", which means immediate needs only and takes no account of the future;

Six out of every ten women workers support or partly support dependents as well as themselves;

One out of every seven is the sole support of her family. The survey disclosed that while in most instances these are two-person families, some of the women pay all the expenses for three persons and a few pay for four or more.

In all, the survey confirms the fact that women today work outside their homes for the same reasons their mothers and grandmothers worked in their homes 50 or 60 years ago. In pioneer days women worked at home to provide their families with most of the necessities of daily living; they prepared all the food, manufactured both the clothing and the materials from which the clothing was made, and produced most of the household commodities. Today women work outside their homes to help earn the money to pay for the clothing, food and commodities now produced in factories from machine-made materials, and to procure the labour-saving devices which have removed much of the drudgery from housekeeping and have thus released the women for other work.

Women work because they must and to get what they most desire.

IV—Participation of Women in the Labour Force

In 1901, women formed 13·3 per cent of the labour force in Canada. This percentage increased steadily to 18·5 per cent in 1941. In the decade 1941 to 1951 the increase was considerably greater than in any previous ten-year period and at the time of the 1951 census the ratio stood at 22 per cent. At May 1953 the ratio was also 22 per cent. It is noteworthy that the largest increases in the percentage women formed of all civilian workers occurred in the decades of the two world wars. Women were called upon to replace the thousands of men who had entered the armed forces and in the last year of the Second World War, when the civilian labour force numbered 4·5 millions, women workers represented 31 per cent of the total or some 1·4 millions. Many women who had entered the labour force during, and because of, the war later withdrew from the labour force but, as the figures in Table 3 indicate, many remained.

The number of women workers expressed as a percentage of the labour force at May 1953 was some 40 per cent higher in the United States than in Canada. In the United Kingdom the percentage was even higher than in the United States. Table 4 shows comparable data for the three countries.

TABLE 3.—CANADIAN LABOUR FORCE, 1901-1951 AND MAY 1953 BY SEX

NOTE: Figures for 1901 to 1941 are according to the census concept of "gainfully employed" which is not the same as the "labour force" concept of later years. Despite this, it is considered that the historical series as shown below is sufficiently continuous for all practical purposes.

(in thousands)

Year	Total	Male	Female	Female, per cent of total
1901.....	1,781	1,544	237	13·3
1911.....	2,724	2,359	365	13·4
1921.....	3,164	2,675	489	15·5
1931.....	3,927	3,261	666	17·0
1941.....	4,511	3,677	834	18·5
1945.....	4,483	3,079	1,404	31·3
1951.....	5,286	4,122	1,164	22·0
May 1953....	5,321	4,151	1,170	22·0

TABLE 4.—WOMEN WORKERS AS PERCENTAGE OF CIVILIAN LABOUR FORCE, CANADA, THE UNITED STATES AND THE UNITED KINGDOM

(in thousands)

——	Civilian Labour Force	Women Workers	Per cent
Canada, May 1953.....	5,321	1,170	22·0
United States, May 1953	62,964	19,116	30·4
United Kingdom, April 1953.....	22,109	7,295	33·0

Another way to illustrate the growing participation of women in the labour force is to express the number of working women (i.e., women in the labour force) as a percentage of the number of women 14 years of age and over. These data, which are readily available only from 1931, are shown in Table 5.

In 1931, 19·1 per cent of all women 14 years of age and over were working women. In 1941, the corresponding percentage was 20·2; in 1951, 23·5 and in May 1953, 23·3. In the United States the participation of women in the labour force, on the same basis, is almost one-third.

TABLE 5.—NUMBER OF WOMEN 14 YEARS OF AGE AND OVER AND NUMBER OF WOMEN IN LABOUR FORCE, 1931-1951 AND MAY 1953

(in thousands)

Year	No. of Women 14 years and over	No. of Women in Labour Force	Per Cent
1931	3,479	666	19·1
1941	4,130	834	20·2
1951	4,948	1,164	23·5
May, 1953	5,011	1,170	23·3

V—Occupational Pattern of Women in the Labour Force

At the beginning of the century, a little less than half of Canada's 237,000 women in the labour force were engaged in domestic and personal service occupations. Some 70,000 were in manufacturing or factory occupations while another 38,000 were classified as professional. With the growth of job opportunities in fields such as transportation, communication and trade, and the growing acceptance of married women as workers, the pattern has changed considerably during the 50 years 1901-1951.

The most striking change over the period was the increase in the number of clerical positions open to women. This trend was associated with the necessity for maintaining the records of a fast-growing industrial nation. At the time of the 1951 census, 322,000 women held clerical positions; in this field they now outnumber men.

In 1951, 166,000 women held professional positions. While teachers and nurses predominated, women have also entered, in growing numbers, such occupations as accountant and auditor, journalist, dietitian, laboratory technician, librarian, social welfare worker and others. An examination of the census figures for 1951 reveals that women are now employed in every professional occupation listed except in those of civil and mining engineers.

In manufacturing occupations, which numbered 841,000 at the time of the 1951 census, there were 172,000 women, of whom 96,000 were engaged in textile and clothing occupations. In the 71,000 communication occupations, there were 31,000 women, of whom 29,500 were telephone operators.

In the service group of occupations, which numbered 517,000, there were 245,000 women employed, mainly in personal service jobs such as hairdressers, cooks, housekeepers, launderers and cleaners, practical nurses and waitresses. Women in domestic service numbered 78,000. Classified as labourers were another 21,000 women. Table 6 shows the occupational groups in which women were employed at the time of the 1951 census and selected occupations in each group where women were employed in some number.

VI—Married Women in the Labour Market

In Canada, single women still have the lead numerically over their married sisters in the employment market; but the discrepancy has lessened considerably in recent years, as Table 7 shows.

The urgency of wartime demands brought married women into the labour market. A combination of events have tended to keep them there. By the end of the Second World War in 1946, the peak of wartime employment for women had been passed and mass layoffs had begun. Included in the number affected were married women, many of whom withdrew at that time from the world of work. Among them were older women whose main incentive in taking employment had been to have a share in the war effort and for many of these women comparable employment was no longer available.

Then there were the younger married women who had worked while their

TABLE 6.—FEMALE LABOUR FORCE BY OCCUPATIONAL GROUP, JUNE 1951

Occupation	Total Workers	Number of Women	Per cent of Total	Per cent of all Women Workers
All Occupations	**5,286,153**	**1,164,321**	**22·0**	**100·0**
Proprietary and Managerial	**407,191**	**37,257**	**9·1**	**3·2**
Professional	**376,680**	**165,945**	**44·1**	**14·3**
Dietitians	1,101	1,100	99·9	
Laboratory Technicians	14,313	5,447	38·1	
Librarians	2,061	1,787	86·7	
Nurses—graduate	35,138	34,270	97·5	
Nurses in training	15,623	15,581	99·7	
Musicians and Music Teachers	8,033	4,598	57·2	
School Teachers	102,578	74,319	72·4	
Social Welfare Workers	3,995	2,525	63·2	
Clerical	**565,709**	**321,809**	**56·9**	**27·7**
Bookkeepers and cashiers	88,399	54,713	61·9	
Office Appliance Operators	11,001	9,764	88·8	
Office Clerks	276,254	118,025	42·7	
Stenos and typists	138,523	133,485	96·4	
Agricultural	**830,441**	**32,567**	**3·9**	**2·8**
Fishing, Hunting, Trapping	**50,877**	**198**	**0·4**	
Logging	**101,039**	**19**		
Mining and Quarrying	**65,291**	**18**		
Manufacturing and Mechanical	**841,368**	**172,412**	**20·5**	**14·8**
Fish canners, curers, packers	8,727	3,124	35·8	
Machine operators boot and shoe	10,165	5,077	49·9	
Textile inspectors and menders	5,212	4,250	81·5	
Knitters	6,609	3,683	55·7	
Spinners and twisters	7,190	3,769	52·4	
Weavers	9,002	3,287	36·5	
Winders, etc.	5,135	3,600	70·1	
Dressmakers and seamstresses not in factory	14,237	14,237	100·0	
Sewers and sewing machine operators	51,736	46,011	88·9	
Paper box, bag and envelope makers	6,614	3,557	53·8	
Bookbinders	3,219	2,169	67·4	
Electric Light and Power Production	**61,618**	**1**		
Construction	**299,611**	**898**	**0·3**	**0·1**
Transportation	**342,189**	**2,583**	**0·8**	**0·2**
Communication	**71,118**	**31,107**	**43·7**	**2·7**
Telephone operators	30,668	29,587	96·5	
Commercial	**308,573**	**118,797**	**38·5**	**10·2**
Packers and wrappers	26,149	16,283	62·2	
Sales clerks	173,197	95,443	55·1	
Financial	**32,305**	**1,550**	**4·8**	**0·1**
Service	**516,782**	**245,039**	**47·4**	**21·0**
Barbers, hairdressers, manicurists	24,415	10,854	44·5	
Charworkers and cleaners	16,909	10,766	63·7	
Cooks	35,176	15,663	44·5	
Hotel, cafe and private household workers (nes)*	99,592	88,775	89·1	
Housekeepers, matrons, stewards	29,035	26,397	90·9	
Launderers, cleaners, dyers	26,913	16,985	63·1	
Practical nurses	25,468	18,451	72·4	
Waiters and waitresses	61,076	40,735	66·7	
Labourers	**351,206**	**20,939**	**6·0**	**1·8**
Not stated	**64,155**	**13,182**	**20·5**	**1·1**

* (nes)—Not elsewhere specified.

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husbands were serving in the armed forces but who, on the return of these men to civilian life, wanted to settle down and establish their homes and families.

Nevertheless, after the war, many married women continued to work or, within a few years, again sought and took employment. Rising living costs, the desire to maintain a high standard of living and, in many instances, to buy their own homes, drew women back into the labour market. Many women preferred being occupied with work which brought them into contact with people. The "career woman" has been able, in varying numbers and degrees, to carry on successfully the work she is paid to do and at the same time care for her home and family.

VII—Marital Status of Women in Labour Force

At May 1953 some 57 per cent of the women in the labour force were single and about 33 per cent were married. The remaining ten per cent were widowed, divorced or separated. In non-agricultural employments, the ratios were 58 per cent single and 32 per cent married but in agriculture the positions were reversed, with 35 per cent single and 55 per cent married. Bearing in mind that the majority of women in agriculture are unpaid family workers devoting time to the running of the family farm, the latter fact is not surprising. It is interesting, however, to note the difference in ratios between Canada and the United States, for while one in three working women in Canada is married, the ratio is about one in two in the United States. Table 7 shows the marital status of women in the Canadian labour force, while Table 8 shows similar data for the United States, although at an earlier date.

TABLE 8.—WOMEN IN U.S. LABOUR FORCE BY MARITAL STATUS, APRIL 1952

(in thousands)

—	Number	Per Cent
Total	18,812	100·0
Single	5,532	29·4
Married (total)	10,350	55·0
Husband present	9,222	49·0
Husband absent	1,128	6·0
Widowed or Divorced	2,930	15·6

TABLE 7.—WOMEN[1] IN CANADIAN LABOUR FORCE BY MARITAL STATUS, MAY 1953

(in thousands)

—	Total		Agricultural		Non-Agricultural	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
Total	1,158	100·0	49	100·0	1,109	100·0
Single	659	56·9	17	34·7	642	57·9
Married	386	33·3	27	55·1	359	32·4
Other [2]	113	9·8	5	10·2	108	9·7

[1] Excluding those without jobs and seeking work.
[2] Widowed, divorced and permanently separated.

Office Workers' Salaries Rise Average of 50 per cent in 7 Years

Office workers' salaries "have skyrocketed an average of 50 per cent in the last seven years," according to an article in the latest issue of *Office Executive Magazine,* published by the National Office Management Association.

Private secretaries received the largest gain with a 64-per-cent increase over 1947. Persons classified as senior typists received the smallest gain, 39 per cent, the article reports.

Highest gains were reported at Calgary, Alta., where salaries increased 72 per cent. The smallest rise, 42 per cent, was reported in Atlanta, Georgia.

36th Annual Convention of the Canadian Construction Association

Stability in building costs and volume predicted for 1954. Warning sounded that fringe benefits may destroy incentive. Negotiation by specialists rather than by employers, workers concerned criticized. Engagement of apprentices by National Employment Service suggested

Canada's construction industry set a record in 1953, said John N. Flood, President of the Canadian Construction Association, in a review of last year's activity given at the 36th annual convention of the Association in Vancouver, January 25 to 27. Mr. Flood predicted stability in construction costs and volume for 1954.

An estimated $4½ billion was spent on new construction in 1953, a greater *pro rata* investment than took place in the United States during the same period and some 2½ times more construction than took place in Canada in 1939, said Mr. Flood.

Some highlights of the construction achievement in 1953 were the largest housing program in Canada's history, relative stability of construction costs in most areas, a greater interest in apprenticeship and trade training, and progress in forwarding the St. Lawrence Seaway plan. The defence production program was carried past its peak, and huge engineering jobs such as the power projects at Kitimat and Niagara Falls, the Quebec-Ungava railway, pipelines, the Trans-Canada highway and the Canso Causeway gave new scope to the use of heavy equipment.

Housing starts were 105,000 for 1953, which is a record for Canada, said Mr. Flood, adding that of the various factors currently limiting the size of the housing program, the availability of mortgage credit is perhaps the most serious.

"The announcement that chartered banks will be permitted to enter the direct residential mortgage field should therefore be marked down as a major 1953 accomplishment and may be instrumental in bringing the house-building section of the construction industry closer to capacity levels of production and closer to meeting the needs of Canada's rising population," he said.

Residential construction amounted to about 30 per cent of last year's $4½ billion construction program. Industrial, commercial and institutional building projects added up to another 30 per cent and the remaining 40 per cent consisted of engineering construction work of various kinds.

The long-term prospects for the construction industry are for increasing volume, said Mr. Flood, but warned that responsibility of gearing our industry to carry out larger programs must be accompanied by a maintenance of construction costs at levels that will continue to attract investors.

"Bearing in mind . . . that over ninety per cent of total construction costs represents wages paid at the various stages of production from raw materials to the completed structure, labour can affect the final price of construction very materially in terms of individual effort and by acceptance of cost-saving techniques. The actions of each employee in themselves may not appear to be important, but in the aggregate they can be the deciding factor in any scheme designed at promoting employment assurance in our industry," he said.

Labour-Management Relations

Labour-management relations will continue to be a key factor in the operations of the construction industry, said Mr. Flood.

"I think the gravest danger in most of the fringe benefits and welfare measures proposed is the possibility of destroying incentive. Incentive in industry would become of decreasing importance as more and more dependence is placed on guaranteed benefits regardless of the ability or willingness to furnish something in return.

"A great disservice to all workers and to industry could result if the incentive of Canadian workers were destroyed or even seriously impaired by too wide a range of guarantees and benefits under the guise of security. Economic security does not lie in that direction," said Mr. Flood, adding that initiative and incentive on the part of employers, the right to a reasonable return on risk capital, and the opportunity to accumulate working capital from earnings are essential ingredients of a healthy economy.

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"Any serious impairment of these elements of business will destroy real economic security more surely and more rapidly than the lack of imaginary security in the form of any known plan based on benefits derived solely as a right," he said.

Pointing to "the diminishing degree of personal contact between employer and employee" in labour relations over the years, Mr. Flood said negotiations have tended to be carried on in greater degree by specialists and experts, rather than by actual employers and workers.

"These second-hand relationships between the employer and employee are all too often second best for either party," he said.

Mr. Flood deplored "a growing tendency" to incorporate conciliation proceedings as an integral part of labour negotiations, adding that negotiating parties sometimes regard conciliation boards as a "convenient device" for escaping the responsibility for the terms of the final settlement.

Labour Relations

Allan C. Ross, Chairman of the CCA Labour Relations Committee, reported that during 1953 more than 250 collective agreements with construction workers were negotiated by local builders' exchanges. Building trades wages rose again in 1953, he said, despite another stable year in living costs. He estimated that last year the average hourly earnings of construction workers increased approximately five per cent.

Mr. Ross reviewed the activities of representatives of the Association who attended meetings of the International Labour Organization and the National Advisory Committee on Unemployment Insurance.

Housing

In his report on housing, V. L. Leigh, Chairman of the Association's housing committee, said the proposed amendments to the National Housing Act and the Bank Act were welcomed by the construction industry, especially the provisions for lower down payments, longer amortization periods and the participation of the chartered banks in the residential mortgage field.

The initiative in providing serviced land, said Mr. Leigh, must be taken by the municipal governments; he urged that they and the provincial governments take full advantage where necessary of the financial assistance offered by the federal Government in servicing new residential districts.

The CCA, Mr. Leigh pointed out, has recognized and advocated that a modest-sized publicly-assisted housing program for the underprivileged and aged is desirable; but it has always stressed that the main emphasis on any housing program should be on private enterprise and home ownership. The proposed amendments to the National Housing Act should help to this end, he said.

Apprenticeship

A review of apprenticeship training in the construction industry was presented to the convention by J. M. Piggot, Chairman of the Apprenticeship Committee.

Mr. Piggot reported that according to figures supplied by the provincial apprenticeship departments, the number of apprentices in training in 1953 had increased in every province except Saskatchewan, where the number in training decreased although the number of graduates was higher than in 1952, and in New Brunswick, where the number in training remained about the same during the two years.

For provinces other than Quebec, total apprentices in training in 1953 numbered 6,169, compared with 5,216 in 1952. The financing of apprenticeship in Quebec, Mr. Piggot pointed out, is on a different basis from that of the other provinces.

Seven apprenticeship commissions in Quebec operate training centres where classes are given lasting from six to twelve months. In addition, hundreds of apprentices are trained solely on the job. Through this system, 13,272 apprentices were given training in the building trades in 1953, compared with about 10,000 the previous year.

The summary for Canada, said Mr. Piggot, shows 19,441 young men in building trades apprenticeship training for 1953, compared with 15,216 for 1952.

Mr. Piggot recommended in his report that the engaging and placement of apprentices be handled by the National Employment Service.

Other reports submitted to the convention dealt with research and education, defence construction, transportation, legislation, provincial organization in the construction industry, standard contracting practices, publicity, and membership.

Fatal Industrial Accidents in Canada* during Fourth Quarter of 1953

Fourth-quarter fatalities decrease by 59 from third quarter, 324 compared with 383. Largest number, 67, occurred in construction industry

There were 324† industrial fatalities in Canada in the fourth quarter of 1953, according to the latest reports received by the Department of Labour. This marks a decrease of 59 fatalities from the previous quarter, in which 383 were recorded, including 25 in a supplementary list.

During the quarter under review, four accidents occurred which resulted in the deaths of three or more persons in each case. On October 19, a plane crash near Squamish, B.C., took the lives of the pilot, a nurse and a miner. The accident occurred when the plane was returning on a mercy flight with the miner, who had been injured in an accident at his work. At Lake Pascalis, Que., four lumberjacks were drowned on November 16 when they broke through the ice while walking across the lake to a logging camp. Three construction workers were killed at Southside, Nfld., on November 28 as a result of a dynamite explosion. In an accident at sea five men aboard the tug *C.P. Yorke* were drowned December 11 when the tugboat struck a reef and sank in the Gulf of Georgia.

Grouped by industries, the largest number of fatalities, 67, was recorded in the construction industry. Of these, 32 were in buildings and structures, 18 in highway and bridge construction and 17 in miscellaneous construction. In the previous three months 78 fatalities were listed in this industry, including 35 in buildings and structures, 22 in miscellaneous construction and 21 in highway and bridge construction.

In manufacturing there were 61 industrial deaths during the quarter under review, 13 occurring in the iron and steel group, 11 in wood products and seven in each of the food, paper, and non-metallic mineral groups. During the previous three months 51 deaths were recorded, including 16 in iron and steel and 13 in the wood products industry.

Forty-six persons died as a result of accidents in the transportation industry during the fourth quarter of 1953. Of these 22 were in local and highway transportation, 11 in water transportation and 10 in steam railways. In the previous three-month period 53 fatalities were listed, of which 17 occurred in steam railways, 16 in local and highway transportation and 10 in water transportation.

Accidents in the mining industry resulted in the deaths of 43 persons during the quarter under review, 22 occurring in metalliferous mining, 13 in non-metallic mining and eight in coal mining. During the third quarter 50 fatalities were recorded, including 28 in metalliferous mining, 13 in non-metallic mining and nine in coal mining.

In the logging industry 35 fatalities were recorded in the fourth quarter of 1953, compared with 40 in the previous three months and 49 in the fourth quarter of 1952.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at end of book.

†The number of industrial fatalities which occurred during the fourth quarter of 1953 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

There were 23 fatalities in the agricultural industry, compared with 35 and 44 in the second and third quarters respectively. In the fourth quarter last year, 26 accidental deaths were recorded in agriculture.

An analysis of the causes of the 324 fatalities that occurred during the quarter shows that 89 (27 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by falling trees or limbs (17), landslides or cave-ins (10), objects falling or flying in mines and quarries (8), and automobiles or trucks (7). "Collisions, derailments, wrecks, etc." were responsible for one-quarter of the total deaths during the period. These include 49 fatalities involving automobiles or trucks, 11 resulting from tractor or loadmobile accidents and 10 involving watercraft. In the classification "falls and slips" 54 deaths were recorded. Of these, 51 were caused by falls to different levels.

By province of occurrence the largest number of fatalities was in Ontario, where there were 104. In Quebec, there were 75 and in British Columbia 51.

During the quarter under review there were 111 fatalities in October, 125 in November and 88 in December.

Co-operative Research Program on Settlement of Industrial Disputes

Labour Gazette soon to begin publication of summaries of studies made in research program sponsored jointly by Department and universities

Publication of a series of studies that will be of particular interest to those who follow developments in labour-management relations in Canada will begin soon in the Labour Gazette. The studies are the product of a research program on the settlement of industrial disputes, carried out under a co-operative arrangement between Canadian universities and the Department of Labour.

Under the program, research fellowships are made available to universities each summer by the Department. A committee, composed of university and departmental personnel, plans, directs, and administers the program. Close co-operation is maintained with provincial Departments of Labour and with union and management bodies in carrying out the program.

The program is concerned broadly with analyses of Canadian experience in the settlement of labour-management disputes, with comparisons wherever appropriate to experience in other countries. Specific topics for study are not ordinarily suggested to participants. Rather, applicants are expected to propose topics which they feel relate to the program and in which they have a particular research interest.

As the program has developed since its inception in 1951, projects have tended to fall into a number of broad categories, including studies of dispute settlement experience in particular industries, studies of specific techniques for dealing with disputes, and studies of legislation designed to facilitate the settlement of disputes.

Industry studies have dealt with the Alberta coal industry, the Quebec textiles, shoe and men's garment industries, the British Columbia logging, pulp and paper and building trades industries and some of the major industries of Nova Scotia. Other studies have dealt with conciliation and arbitration legislation, the labour injunction, and experience in the arbitration of disputes in the manufacturing industries of Ontario and under the Public Service Employees' Disputes Act of Quebec.

The major results of studies done as part of the program will be summarized in the Labour Gazette. Many of them will be also presented in fuller form in a series of publications dealing with various aspects of the settlement of labour disputes. An initial volume is planned comprising certain of the industry studies so far undertaken. A second volume will be composed of studies of a legal and administrative nature. Some studies may be published under independent auspices.

Studies sponsored by the committee, which have been completed or are in progress now, are as follows:—

The Settlement of Industrial Disputes: The Alberta Coal Industry—A Case Study —D. Armstrong (McGill).

Canadian Conciliation and Arbitration Legislation—S. Martin (Toronto).

Procedures Followed in the Arbitration of Union-Management Disputes in the Manufacturing Industries of Ontario—C. H. Curtis (Queen's).

The Settlement of Industrial Disputes in the Quebec Textiles Industry—M. Oliver (McGill).

Disputes Settlement in the British Columbia Logging and Pulp and Paper Industries—J. Westlake (British Columbia).

Compulsory Arbitration under the Public Service Employees Disputes Act of Quebec —Miss F. Tousignant (Laval).

Portrayal and Assessment of Labour Legislation from the Introduction of P.C. 1003 to the Present—H. A. Logan (Toronto).

The Settlement of Industrial Disputes in the Major Industries of Nova Scotia—J. M. Hendry (Dalhousie).

The Settlement of Labour Disputes in the Shoe Industry in Quebec—E. Gosselin (Laval).

Patterns of Accommodation in the Quebec Men's Garment Industry—M. Brecher (McGill).

The Relations Between Municipalities and Employee Organizations in Canada—R. C. Pratt (McGill).

Settlement of Building Trades Disputes in British Columbia—S. Jamieson (British Columbia).

The Labour Injunction—A. W. R. Carrothers (British Columbia).

Applications for fellowships in 1954 are now being considered by the committee.

Employment of Older Men and Women

British Advisory Committee issues first report and recommends some general principles that should govern engagement, retirement policy

The National Advisory Committee on the Employment of Older Men and Women in Great Britain has published its first report. This Committee, set up in March 1952, is composed of representatives of the Trades Union Congress, the British Employers' Confederation, the nationalized industries, government departments, local authorities, research and social service organizations, and medical and welfare experts.

Two recommendations state the general principles that should govern engagement and retirement policy. These are:—

1. The test for engagement should be capacity and not age.

2. All men and women who can give effective service should be given the opportunity, without regard for age, to continue at work if they wish.

A number of recommendations are made for overcoming any difficulties that prevent these principles being applied.

The report, aimed at creating a general understanding of the employment problems of older persons, sets out the main considerations employers, workers, and the general public should consider and discuss. It stresses that older men and women should not be thought of as a special class but as men and women who because of age meet with special difficulties in obtaining and retaining employment.

The major reason for the encouragement of greater and continued employment of older persons is the changing age structure of the community, in which the number of elderly people, who are healthier and live longer, is increasing. This, together with the present and future manpower needs of Britain, suggests the "fullest use of the abilities of older people who are willing and able to continue work".

The report shows that in 1911 Great Britain had $2\frac{3}{4}$ million men aged 65 years and over and women 60 years and over, or one in 15 of the population; in 1951 the number was more than $6\frac{1}{2}$ million, or two in every 15. The Committee estimated that in 1977 there will be nearly $9\frac{3}{4}$ million, or nearly three persons in every 15 of the population.

Not only is the proportion of persons over the minimum pensionable ages increasing; but under these ages the proportion of older persons in the working population is rising. The Committee estimates that by 1962 the population between the ages of 20 and 40 years will be 7 per cent less than in 1952, while the number of persons 50-60 years old is expected to increase by about 17 per cent. The Committee reports that at present more than 400,000 men aged 65-69 and 250,000 aged 70 and over are continuing to work. The number of unoccupied men in the 65-69 age groups is nearly 450,000; in the group 70 and older, more than 1,000,000 are unemployed.

The Advisory Committee explains there is evidence that older persons tend to move away from jobs that require speed, agility

or sustained heavy muscular effort. However, "the older person is at some positive advantage in jobs which require accuracy and attention to detail and in which he can use judgment founded on experience."

The report states that the "old worker has a rare value as a teacher of his craft to the young; his assets for this are his patience and his pride in his craft as well as his knowledge and experience.

"It seems that older people are in general more adaptable and trainable than is commonly thought," the report continues. The Committee recommends research on the training techniques and adaptations of working methods for older people.

Statistics show the older worker has a favourable accident record. The Committee found "the rate of award of injury benefit (payable in respect of industrial accident or disease) is nearly twice as high among men under 30 as among men over 60." However, it was found, older workers are more liable to injury due to falls, falling objects and "works' transport". The report adds: "Accidents of this kind can be reduced by greater attention to the general safety of buildings and plant, and to measures to reduce fatigue."

The report devotes a chapter to the effect of pension schemes on engagement and retirement of older workers, and part of a chapter to the retirement policies in general. The Committee estimates that between five and seven million of the 20 million employed persons covered by the National Insurance Act, which provides a scheme of state pensions, are also covered by employers' schemes. It was found, however, that the pension programs often have provisions which impede the employment of older persons.

The report recommends that pension schemes, national and private, be reviewed and attention be given to avoid provisions which establish a "retirement age". The Committee suggests a "minimum pensionable age" be adopted instead.

Promotion policies will be affected by the retention of older employees. The Committee suggests that in time employers and employees will come to accept a lengthier period before promotion. When an older employee had to step aside in order to encourage efficiency and allow for promotion of younger personnel, the older worker should be employed as an adviser or consultant, or perhaps in a lower grade or part-time, the report suggests. The Committee notes there is need of special study of this complex problem.

The National Advisory Committee notes that certain advances have been made in both industry and government to retain, and hire, older workers, but adds that there is both a need for co-operation of employers, employees, and governments, and further research and experimentation.

The report also covers rates of duration of unemployment among older people; the effect of redundancy and local unemployment; occupational age limits on recruitment; salary scales; pension schemes and the mobility of labour; and women's employment problems.

Copies of the report may be obtained from the United Kingdom Information Office, 275 Albert Street, Ottawa, at 50 cents each.

U.N. Body Urges More Study on Women's Employment Problems

By a vote of 16 to none with one abstention, the United Nations Commission on the Status of Women adopted March 31 a resolution requesting the Secretary-General, together with the International Labour Office, to continue to study and report on the problem of employment of older women workers and part-time women workers.

With the adoption of this resolution, the Commission concluded its consideration of the item on economic opportunities for women.

The resolution asks that the study should include ways and means of promoting full and satisfactory employment for older workers and those seeking part-time employment with a view to making recommendations for practical action.

Among the topics suggested in the resolution for study are: the scope and nature of employment available to part-time workers and to older women workers, their conditions of employment and the extent of the demand for such work.

International Labour Organization

ILO Coal Mines Committee

Measures to increase productivity in coal mines and expansion of medical and welfare services for coal miners urged in resolutions passed

Productivity in coal mines and welfare facilities and services for coal miners were the subjects of resolutions adopted at the fifth session of the ILO Coal Mines Committee* in Dusseldorf, West Germany, November 30 to December 11, 1953.

Sixteen countries were represented by tripartite delegations at the meeting, which also adopted resolutions relating to provisions for the training and employment of young workers below the minimum age of admission to work underground in coal mines, and to subjects for inclusion in the agenda of the sixth session.

The 16 countries represented were Australia, Belgium, Canada, Chile, Czechoslovakia, France, the Federal Republic of Germany, India, Japan, Mexico, the Netherlands, Poland, Turkey, the United Kingdom, the Union of South Africa, and the United States. The Saar sent a tripartite delegation of observers.

Other organizations represented were the High Authority of the European Coal and Steel Community, the Organization for European Economic Co-operation, the International Organization of Employers, the World Federation of Trade Unions, the Miners' International Federation, the International Federation of Commercial, Clerical and Technical Employees, and the International Federation of Christian Trade Unions of Employees, Professional Workers and Supervisors.

Canadian Delegation

The Canadian delegation was as follows:—

Government Delegates: J. B. Lane, Economics and Research Branch, Department of Labour, Ottawa; and W. L. Taylor, Industrial Relations Officer, Department of Labour, St. John's, Newfoundland.

Employers' Delegates: Norman T. Avard, Vice-Chairman of the Coal Committee, Canadian Institute of Mining and Metallurgy, Amherst, N.S.; and F. W. Gray, Consulting Mining Engineer, Victoria, B.C.

Workers' Delegates: Freeman Jenkins President, District 26, United Mine Workers of America; and Michael Higgins, Secretary-Treasurer, District 26, UMW. (Mr. Jenkins was unable to attend the session because union business required his attention.)

Committees and Subcommittees

The Coal Mines Committee set up a steering committee and two subcommittees, one to deal with productivity in coal mines and the other to deal with social welfare facilities and services for coal miners.

In its opening discussion, the subcommittee on productivity decided to concentrate on the social aspects of productivity problems. It adopted a resolution pointing out that increased productivity is essential for the general improvement of welfare and the raising of the standard of living of workers of all grades in the coal mining industry and of the population in general. All workers, it declared, should receive a fair share of the benefits of increased productivity.

The resolution also pointed out the importance and desirability of continuing research into the development of coal mining methods, international exchange of information, and statistical methods to make international comparisons possible.

The resolution recommended that measures be taken to retain physically-incapacitated miners and that studies be undertaken by the ILO with a view to finding suitable jobs for such workers both within the coal mining industry and in other branches of economic activity. It recommended that technical training be established for all grades of mining personnel with the objects of establishing an atmosphere of mutual confidence between employers and workers, increasing productivity, team spirit, loyalty and professional pride. In addition to training

*ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

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plans, improvements in methods of consultation and communication should be sought.

Other recommendations in the resolution were that working conditions underground continue to be improved so that the physical effort of miners will be lightened and the causes of accidents and industrial diseases avoided; that measures be taken to stabilize manpower and discourage men from leaving the coal mining industry by paying particular attention to the problem of housing and raising the status of the mining profession; and that in order to promote security of employment, governments and employers endeavour to promote increased consumption of coal by seeking new uses for it and by improving methods of distribution.

The resolution urged the ILO to strive by all possible means to increase technical assistance on productivity matters to economically underdeveloped countries.

This resolution was adopted by the Coal Mines Committee in plenary session by 68 votes to three, with two abstentions.

Welfare Services

The subcommittee on welfare facilities and services for coal miners studied medical services, housing and education. It presented its findings in the form of conclusions.

The subcommittee noted the importance of social welfare services for the coal mining industry and expressed its full support for the extension of such services. It recognized the difficulty of providing universal rules for the establishment and operation of these services and noted that in some cases services provided for any one industry would have to be integrated with similar services provided for the community as a whole.

Recognizing that a substantial effort has already been made in some countries to establish medical services, research and prevention centres and rehabilitation centres, the subcommittee urged that these services be continued and expanded in all coal-producing countries. It also urged that there be close working relations established between all health promotion agencies at industrial, national and international levels throughout the world.

With regard to miners' housing, the subcommittee asked the Governing Body of the ILO to urge upon governments of coal-producing countries the necessity of sustaining efforts already being made in this field without neglecting any of the special resources of their respective countries.

On the subject of education, the subcommittee pointed out that the coal mining industry needed to assure itself of a constant supply of highly trained labour and that in doing so it had a responsibility to make special efforts to facilitate workers' promotion.

Public authorities, it stated, can make valuable contributions in the task of ensuring that workers with real qualities of leadership be selected for training in supervisory positions in which use can be made of their practical experience and their knowledge as workers and as men in dealing with technical problems. The main responsibility in this regard, said the subcommittee, rests with the employers who, in selecting suitable candidates for training and promotion, should avail themselves of the advice that workers' organizations are in a position to provide.

The subcommittee concluded that efforts for the training of suitable prospects for positions of leadership, some of which might be confirmed through collective bargaining, could take the form of the granting of scholarships for advanced technical training or for an exchange of workers in similar occupations in various countries.

The conclusions of the subcommittee were adopted by the Coal Mines Committee in plenary session by a vote of 86 to nil with no abstentions.

Future Agendas

The steering committee submitted three resolutions to the Coal Mines Committee. The first invited the ILO Governing Body to place three subjects on the agenda of the sixth session of the Coal Mines Committee. The subjects are recruitment and vocational training in coal mines, miners' pensions, and safety and health in coal mines.

This resolution was adopted by the Committee by 81 votes to nil, with no abstentions.

The second resolution submitted by the steering committee requested the Governing Body to place the question of holidays with pay for coal miners on the agenda of a future meeting of the Committee. This resolution was adopted by 77 votes to nil with six abstentions.

The third resolution dealt with the question of young workers below the age of admission to work underground in coal mines. It recalled that the ILO had already recommended that member countries fix the age of admission to underground work in coal mines at 16 years. It pointed out that it would be desirable for purposes of practical training in mining

regions of countries where the school-leaving age is less than 16 years, to adopt special measures, such as either apprenticeship in surface work or post-school classes open to pupils up to the age of 16, for the benefit of young workers who intend to work in the mines.

The resolution also recommended that in countries in which education is not yet compulsory and where there is consequently no legal school-leaving age, the coal mining industry be permitted to employ young workers in work compatible to their physical capacity, and that provision be made for regular medical examinations to ensure that the health of young workers in this industry is not adversely affected by their employment.

This resolution was adopted by the Committee by a vote of 72 to two, with nine abstentions.

Other Activities

During the session the delegates visited the Mining Museum at Boclum and inspected social welfare services provided by various coal mining establishments in the Essen district. In addition, the delegates were given the opportunity of making one of the following: visit to coal mines, with descent into the pits; visit to important establishments manufacturing mining equipment; visit to the main rescue department of the mining industry at Essen and to the Institute for Silicosis Research at Boclum.

The Coal Mines Committee held eight plenary sittings.

The Chairman of the fourth session was Paul Ramadier, former Chairman of the ILO Governing Body and formerly Prime Minister of France.

Governing Body Deals with Trade-Union Rights Complaints

The Governing Body of the International Labour Organization last month gave its approval to a report dealing with 20 cases involving allegations of the violation of trade-union rights.

The report recommended that 13 of the cases be dismissed as not calling for further examination. In five cases the report reached conclusions embodying recommendations to the governments concerned. The report recommended further that a request for the reopening of another case be rejected. In the 20th case, involving the Government of Hungary, the report concluded that the allegations merited further examination by the Governing Body.

The report was presented by the Governing Body's special committee on freedom of association. This Committee was established in 1951 to make a preliminary examination of complaints alleging the violation of trade-union rights that are submitted to the ILO for possible examination by the Organization's Fact-Finding and Conciliation Commission on Freedom of Association.

The report made final recommendations in cases involving complaints against the Government of the Union of South Africa and the French authorities in Madagascar. Interim conclusions were reached in regard to complaints against the French Government alleging the restriction of trade-union rights in Morocco and Tunisia and concerning the arrest of certain trade-union leaders in France.

The complaint against Hungary was lodged by the International Confederation of Free Trade Unions in 1951. The report disclosed that repeated requests were made to the Hungarian Government to comment on the allegations but these requests remained without reply. In these circumstances, the report said, "the Committee, having before it precise allegations that the situation in Hungary is incompatible with the principle of freedom of association to which the Hungarian Government has not replied, recommends that the case merits further examination by the Governing Body."

The cases dismissed by the Committee involve complaints against Japan, Italy, Cuba, Greece, Colombia, Burma, France in regard to various African territories, Switzerland, Mexico, India, the United Kingdom in regard to British Guiana, and Iran.

The report was the twelfth submitted by the Committee, which so far has undertaken a preliminary examination of 94 cases and has completed this examination in 83 cases. Thirteen of these have been dismissed without being communicated to the Governments concerned, in most cases because they were not substantiated by any evidence or dealt with matters already considered in previous cases. After an examination of the observations of the governments concerned, the Governing Body has dismissed 67 other cases as not calling for further examination for various reasons. In 35 of these cases, the Governing Body has approved recommendations for consideration of the Governments concerned.



Employees of Northwest Industries Limited in Edmonton, Alta., have benefited to the extent of more than $500 from their LMPC Suggestion Award Plan. The plan went into effect about one year ago and since that time more than 80 production suggestions have been received.

An interesting feature of this plan is that provision has been made for re-submission of any suggestion that is withdrawn because it is non-applicable to the operations of the company at the time it is submitted. These suggestions are returned to the originator within one year of the date of submission, with all comments made during the investigation by the committee. If the suggestor still feels that the suggestion should be put into effect, he is allowed one month to re-submit his idea. If a suggestion thus withdrawn is submitted at a later date, and is accepted because of changed conditions in the plant, the employee submitting the second suggestion is eligible for an award because he took the changed conditions into account.

Employees participating in this LMPC are represented by Lodge 1579, International Association of Machinists (AFL-TLC), the bargaining agent.

* * *

The LMPC at Dominion Paper Box Company Ltd., in Toronto, has established an enviable record over the past three years. Since 1951, the committee has not missed a single scheduled meeting.

* * *

Naugatalk, the monthly LMPC bulletin of Naugatuck Chemicals Ltd., Elmira, Ont., recently carried a message from the Committee to the employees on the importance of quality control to the welfare of the company and its employees. The article suggested that each employee should make quality his or her trademark. The article said in part:—

"There is one word in our language which is likely to survive a great many others which we use much more frequently. That word is Quality. It enters into every human relationship. In the end it determines everything in life—for ourselves—and for those whose fate we settle by our own lives.

"Two men may work side by side earnestly and with loyalty. Yet one man's work has a quality—a substance, which sets it apart from all others. The difference is not merely a matter of ability. The real difference is in the standards we set for ourselves. Some of us are content with just enough—others feel enough is never enough—the realization is always short of the ideal. Men who feel this provide a quality in their work which other men call genius.

"That is what sets one man apart from another. It provides the demarcation which distinguishes between one company and another. That indefinable something we call quality—which lifts one man or one group of men over their competitors."

* * *

An employee of the Ontario Hydro Electric Commission, working on the Sir Adam Beck No. 2 Project at Niagara Falls, recently made a suggestion which has resulted in solving a difficult problem. This idea, coupled with the determination of the technicians on the project, will mean a considerable saving for the Commission in repairing neoprene rain suits. Prior to this, these suits were discarded when they became torn. Now they can be repaired. *Niagara News,* weekly paper on the project, describes the situation as follows:—

"A suggestion that a method be found to repair tears in neoprene rain suits brought a commendation from the Project Manager and the Central Production Committee to Karl Drukis. Karl, a labourer with the Trapezoidal Division, brought the matter up at an LMPC meeting.

"The manufacturers were approached and came up with the answer that there was not any known method of mending tears in neoprene. Two workable repair methods were promptly found by project personnel and one, a vulcanizing process carried out at the Tire Shop, was adopted. Torn suits returned to Stores are being mended for re-issue. Result? Neoprene coats and pants costing $11 a suit will see a great deal more wear in the future. Well done, Karl, and those disbelieving souls who knew there must be a method."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during February. The Board issued one certificate designating a bargaining agent, ordered one representation vote and gave permission for the withdrawal of one application for certification. During the month, the Board received three applications for certification.

> This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Application for Certification Granted

Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of clerical employees employed in the steamship office of Canadian National Railways at Halifax, N.S. (L.G., March, p. 410).

Representation Vote Ordered

Brotherhood of Locomotive Firemen and Enginemen, applicant; Michigan Central Railroad, Canada Southern Division (New York Central Railroad Company, Lessee), respondent; and Brotherhood of Locomotive Engineers, intervener (L.G., Dec. 1953, p. 1769).

Application Withdrawn

National Catholic Syndicate of Longshoremen of Ha! Ha! Bay, Inc., and Saguenay Terminals Limited, Port Alfred, Que. (L.G., Jan., p. 83).

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, on behalf of longshoremen engaged in the loading and unloading of coastwise vessels at Prince Rupert, B.C., by a number of shipping companies represented by the Shipping Federation of British Columbia, comprising British Columbia Coast Steamship Service (Canadian Pacific Railway Company), Canadian National Steamships, General Sea Transportation Limited, Griffiths Steamship Company Limited, The Packers Steamship Company Limited, Union Steamships Limited, Frank Waterhouse and Company of Canada Limited, Pacific Stevedoring and Contracting Company Limited and Canadian Stevedoring Company Limited (investigating officer: D. S. Tysoe).

2. International Longshoremen's and Warehousemen's Union, on behalf of longshoremen employed by Northland Navigation Co. Limited at Prince Rupert, B.C. (investigating officer: D. S. Tysoe).

3. Brotherhood of Railroad Trainmen, on behalf of conductors and assistant conductors, excluding sleeping car conductors, employed by Quebec Central Railway Company (investigating officer: R. Trépanier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February the Minister appointed conciliation officers to deal with the following disputes:—

1. Vancouver Barge Transportation Limited and Canadian Merchant Service Guild, Inc. (conciliation officer: D. S. Tysoe).

2. Vancouver Barge Transportation Limited and National Association of Marine Engineers of Canada, Inc. (conciliation officer: D. S. Tysoe).

3. Coastal Towing Company Limited, Vancouver, and Canadian Merchant Service Guild, Inc. (conciliation officer: D. S. Tysoe).

4. Coastal Towing Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. (conciliation officer: D. S. Tysoe).

5. Vancouver Hotel Company Limited and International Union of Operating Engineers, Local Union No. 82; International

Association of Machinists, Local 692; and United Association of Plumbers and Steamfitters, Local 170 (conciliation officer: D. S. Tysoe).

6. Canadian Pacific Transport Company, Limited (Manitoba and Saskatchewan) and Canadian Brotherhood of Railway Employees and Other Transport Workers (conciliation officer: R. H. Hooper).

7. Vancouver Hotel Company Limited and International Brotherhood of Electrical Workers, Local Union 213 (conciliation officer: D. S. Tysoe).

Conciliation Boards Appointed, Not Constituted

1. Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

2. Eldorado Mining and Refining Limited (Beaverlodge Operation) and Beaverlodge District Mine, Mill and Smelter Workers, Local 913, International Union of Mine, Mill and Smelter Workers (L.G., Jan., p. 83).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in January to deal with matters in dispute between Oshawa Railway Company (Canadian National Railways) and Division 1255, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., March, p. 411) was fully constituted in February with the appointment of His Honour Judge W. S. Lane, Picton, Ont., as Chairman. Judge Lane was appointed

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

by the Minister in the absence of a joint recommendation from the other two members, Robert V. Hicks, QC, and D. F. Hamilton, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

During February the Minister received the report of the Board of Conciliation and Investigation established in November to deal with matters in dispute between the Shipping Federation of British Columbia (Port of Vancouver, New Westminster, Chemainus and Port Alberni) and the International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503 and 508 (L.G., Feb., p. 248). Text of the Board's report is reproduced below.

During the same month the Minister received the report of the Board of Conciliation and Investigation established in November to deal with matters in dispute between CKOY Limited, Ottawa, and the National Association of Broadcast Engineers and Technicians (L.G., Feb., p. 248). Text of the Board's report is reproduced below.

Settlements Following Board Procedure

1. CKOY, Ottawa, and National Association of Broadcast Engineers and Technicians (*see* above).

2. Shipping Federation of British Columbia (Port of Vancouver, New Westminster, Chemainus and Port Alberni) and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503 and 508 (*see* above).

Report of Board in Dispute between

Shipping Federation of British Columbia
and
International Longshoremen's and Warehousemen's Union

Hon. Milton F. Gregg,
Minister of Labour
Ottawa 4, Ontario

In the matter of the Industrial Relations and Disputes Investigation Act and of a Dispute between Shipping Federation of British Columbia (Port of Vancouver, New Westminster, Chemainus and Port Alberni) (Employer), and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503 and 508 (Bargaining Agent).

Sir:

The Conciliation Board in this matter consisting of Mr. F. E. Harrison, Chairman, Mr. George Home and Mr. M. M. McFarlane, Members, has met with representatives of the parties at Vancouver, B.C. on the 21st, 22nd, 28th, 29th and 31st days of December 1953 and the 4th and 13th days of January 1954. In addition, meetings of the members of the Board were held on the 19th and 30th days of December 1953 and on the 5th, 12th, 13th, 14th, and 23rd days of January 1954.

The submissions of the union were presented by Mr. W. E. Henderson, assisted by representatives of the Local Unions

In February the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between the International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503 and 508, and the Shipping Federation of British Columbia affecting 1,590 longshoremen employed at the Ports of Vancouver, New Westminster, Chemainus and Port Alberni. The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board.

The nominee of the Federation was Meredith M. McFarlane and the union nominee was George Home, both of Vancouver.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. McFarlane. The minority report was submitted by Mr. Home.

The texts of the majority and minority reports are reproduced below.

mentioned above. The submissions of the Shipping Federation were presented by Mr. D. M. Owen and Mr. George McKee, assisted by representatives of members of the Federation.

The requests of the union with respect to the proposed renewal of their collective agreements, as presented to the Board, were as follows:—

1. A wage increase of 20 cents per hour, retroactive to September 15, 1953;

2. Payment of overtime rates for all work performed after 3 p.m. on weekdays;

3. Payment of overtime rates for all work done on Saturday mornings, in addition to Saturday afternoons as at present;

4. Vacations calculated at one day's pay for each 200 hours worked and after ten years employment one day for each 100 hours worked;

5. That an additional contribution of three cents per hour be made by the Federation to the Welfare Fund;

6. Approximately forty adjustments of and changes in minor items, these requests varying as between the different locals.

At an early stage of the proceedings before the Board, it was agreed between the parties that Item 6, namely that relating to minor adjustments and changes, should be referred to the parties themselves for settlement through negotiating committees to be appointed by them. The Board has accordingly not taken these matters into detailed consideration.

The Board suggested to the parties concerned that they should endeavour to reconcile their differences by joint negotiation rather than by Board procedure as had been the practice for the past eighteen years. Representatives of the Union and the Federation agreed to make the attempt. Subsequently they reported to the Board that their efforts to reach an agreement proved fruitless.

At a session of the Board held on December 22, the Federation stated their willingness to concede an advance in the basic wage structure of five cents per hour and overtime rates for all day Saturday provided that the other matters at issue were satisfactorily adjusted. They were unable in the circumstances to agree to payment of retroactive pay and stated that the request for a change in the Holidays with Pay clause asked for by the Union could not be entertained as the additional cost would be prohibitive. They said if a satisfactory agreement were reached, they would contribute an additional three cents per Union man hour to the Welfare Plan. This would be in addition to the three cents per Union man hour set aside last year. They claimed that the request for overtime rates after 3 o'clock p.m. on weekdays was unreasonable and could not be conceded.

The Federation contended that the fringe benefits offered by it would mean a substantial increase to the longshoremen. In addition, the Federation provides a pension fund to which the employees do not contribute.

The difference between the parties concerned at the conclusion of the Board sittings was as follows:—

	Shipping Federation	Union
Wage Increase	·05 per hour.	·07 per hour.
Vacations with Pay Clause	No change.	That the divisor be reduced from 250 hours to 200 hours after five years and to 100 hours after ten years.
Retroactive Pay	Federation refused.	Union requested retroactive pay from Sept. 15, 1953.

The Board has given careful consideration to the submissions and the representations made on behalf of both parties and full opportunity was given to both parties to present their views and agreements and to answer the submission made in opposition. Submissions were presented to the Board in the form of written briefs, as well as oral discussion supported by a number of exhibits.

The recommendations of the Board with respect to the matters, as set out as Items 1 to 4 above, are as follows:—

1. That there should be an increase in the basic wage rate of six cents per hour to be effective from the date of signing of an agreement between the parties.

2. That the request for payment of overtime rates for all work done after 3 p.m. on weekdays should not be granted.

3. That overtime rates should be paid for all work done on Saturday mornings.

4. That the Vacations with Pay clause, namely Clause 18 of the existing collective agreements between the parties, should be

amended to provide that in the case of employees with more than seven years of employment the hours' divisor should be reduced from 250 to 200 and that, effective from September 15, 1954, the reduction of the divisor should apply to employees with more than five years service and that in other respects the said Vacations with Pay clause should remain in its present form.

5. That the Shipping Federation should contribute an additional three cents per Union man hour to the fund now established for a Welfare Fund covering these employees, so that the total contribution by the Federation to that fund will amount to six cents per Union man hour.

6. That a collective agreement should be entered into between the parties to be effective for a period of two years from September 15, 1953 to September 14, 1955, incorporating the provisions of the existing agreements with the amendments recommended above and containing a provision that either party may give notice of any change desired with respect to wages only for the second year by giving sixty days' notice in writing to the other party prior to September 15, 1954.

The Board commends both parties with respect to the harmonious relations which exist and which have prevailed between them for the past eighteen years.

The Board appreciates the co-operation it has received from the representatives of both parties and is pleased to record that the information and briefs submitted were ably prepared and of great assistance in arriving at a determination.

Respectfully submitted.

(Sgd.) F. E. Harrison,
Chairman.

(Sgd.) M. M. McFarlane,
Member.

Minority Report

Minister of Labour
Department of Labour
Canada

In the matter of dispute affecting the International Longshoremen's and Warehousemen's Union, Local No. 501, No. 502, No. 503, and No. 508, and the Shipping Federation of British Columbia.

Gentlemen:

My study of the evidence submitted to the Conciliation Board set up to deal with the above matter leads me to conclusions at variance with the other members of the Board.

It was agreed at the initial meeting that the major issues to be decided on by the Board were:—

1. Wages.
2. Retroactive Pay.
3. Holiday Plan.
4. Welfare Plan.
5. Overtime Provision.

During discussion the Shipping Federation offered a five cent (5¢) per hour wage increase conditional on satisfactory settlement of the other issues in dispute. The union reduced its demand for a twenty cent (20¢) per hour increase to eleven cents (11¢) per hour.

The Shipping Federation based their argument for a five cent per hour increase mainly on the fact that they had recently concluded agreements with other longshoremen's locals for increases of five cents (5¢) per hour or less on wages.

Examination of these facts revealed that:—

1. In the case of the Victoria Longshoremen's Local there was a gentlemen's understanding that they would obtain whatever wage increases or benefits that were finally agreed on by the Shipping Federation and the unions involved in the present dispute.

2. The Coastwise Longshoremen who had concluded their settlement on a wage increase of four cents (4¢) plus 6 cents per hour for a welfare fund, were a new group to the International Longshoremen's and Warehousemen's Union.

3. The Grain Handlers Longshoremen's Local had signed for a five cents (5¢) per hour increase plus a six cents (6¢) per hour welfare plan.

It should be noted here that this is a reversal from the usual pattern of negotiations involving companies engaged in the same industry and unions.

It is an accepted rule that the largest groups within the area of bargaining sets the pattern, and the smaller units attempt to obtain the same benefits. In this case the minority are attempting to set the rates for the majority and in my opinion denotes sharp bargaining tactics used by the Shipping Federation.

Accepting the facts as they are, I would like to examine them individually.

1. The fact that the Victoria Longshoremen will obtain whatever benefits that are won by the other locals. I dismiss the settlement as having no bearing on this dispute.

2. There is no background for comparison with the Coastwise Longshoremen, so I must also dismiss their settlement.

3. The Grain Handlers Local is a part of the same International Union and I was of the opinion the Shipping Federation rested their case mainly on the settlement arrived at during their negotiation with this local.

During hearings the following facts were produced and agreed on by both parties. The results of the 1952 negotiations where the Grain Handlers Local had been awarded an eleven cent (11¢) per hour wage increase and the unions involved in the present dispute had settled for a five cent (5¢) per hour wage increase plus three cents (3¢) per hour towards a welfare fund. With regard to the three cents (3¢) welfare fund the Federation did not make provision for the welfare fund until approximately six months after the settlement which had the effect of reducing the cost to one and a half cents (1½¢) per hour, or a total of six and one-half cents per hour settlement.

Showing thereby a differential of four and one-half cents (4½¢) per hour for the working hours of 1952-1953, as between the two groups.

For the settlement of the 1953-1954 hours of work the Federation has settled with the Grain Handlers' Local for five cents (5¢) per hour wage increase plus six cents (6¢) per hour for a welfare scheme, a settlement of eleven cents (11¢) per hour. To the Longshoremen involved in the present dispute they have offered since the commencement of the Conciliation Board hearings, five cents (5¢) per hour wage increase plus three cents (3¢) per hour to the welfare scheme a total of eight cents (8¢) per hour.

Without taking the time necessary to analyse the extensive and convincing arguments proposed by the union to justify their case for a twenty cents per hour increase in wages, but basing my findings on the main contentions of the Shipping Federation only for parity in settlements arrived at with other local unions, I come to the conclusion that eight cents per hour wage increase is warranted and I so recommend.

Retroactive Pay

Spurious argument was raised during hearings that to grant retroactive pay would create an impossible situation for the Shipping Federation to meet, as the ships had already departed from these ports and there would be no recourse for collecting the charge that should properly be met by them.

That same argument could apply equally in the greatest majority of settlements arrived at after Conciliation Board Hearings for the reasons that during protracted negotiations goods and services are usually manufactured, sold and delivered at the rate set prior to commencement of negotiations. The principle of retroactive pay is too important to be lost sight of because of a contemplated difficulty.

With the introduction of Labour Codes, as we know them today in Canada, restrictions were placed on unions from taking immediate action when disagreement arose between them and employers. They were obliged to follow certain regulations which are time-consuming. With no deterrent to avoid long-drawn negotiations a number of employers would prolong the final settlement in order to save money, while the worker would lose the increase coming to him each day and hour the final settlement was delayed.

The evidence presented in the dispute before the Board gave me the impression that the Shipping Federation was not prepared to settle with the local unions involved, until they had reached a settlement with other groups, in order that they would have a lever to apply in bargaining.

Therefore I recommend retroactive pay be granted from the 16th September 1953, or in lieu of retroactive pay an additional 4 cents (4¢) per hour. This figure is arrived at by the formula:—

Taking the average longshoremen's hours as 1,625 hours per year: one-third or 542 hours has been consumed during these negotiations. 542 x 8 cents equals $43.36, 1,625 hours less 542 hours leaves 1,083 hours to work. $43.36 divided by 1,083 equals 4 cents per hour.

Holiday With Pay

The union based their case on the principle that it was becoming an accepted practice in all industries and services to give increased vacation periods to long service employees and whereas the plan in effect at present is equivalent to the minimum as required by statute. While I agree with the principle and recommend that such a plan as proposed by the union be considered by the Shipping Federation for the present agreement I recommend that the only change to the agreement be:—

That all employees with over five years' service be granted vacation using 200 hours equal 1 day for compution.

Welfare Plan

I agree to the additional three cents (3¢) per hour increase to the Welfare Scheme.

Overtime

I am in agreement with the proposals of the Shipping Federation. All Saturday work shall be at overtime rates.

Duration of Agreement

In my opinion this question was not properly before the Board, but for the fact that other members of the Board have made reference to it, I beg to disassociate myself from their recommendation on it.

Respectfully submitted.

(Sgd.) George Home,
Member of
Board of Conciliation.

Report of Board in Dispute between

CKOY Limited, Ottawa
and
National Association of Broadcasting Engineers and Technicians

On February 19 the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the National Association of Broadcast Engineers and Technicians and CKOY Limited, Ottawa.

The Board was under the Chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other members of the Board, Harold M. Daly, QC, Ottawa, and Miller Stewart, Sturgeon Point, Ont., nominees of the employer and union respectively.

The Board reported that agreement had been effected on all of the matters in issue.

The text of the report is reproduced below.

The Board, Eric G. Taylor, Esq., Chairman, Harold M. Daly, Esq., QC, Nominee of the Employer, and Miller Stewart, Esq., Nominee of the Union, sat for the hearing of this matter at Ottawa, Ontario, on the 15th, 16th, 21st and 22nd days of January 1954.

There appeared for the Employer: Mr. R. C. Merriam, Counsel, and Mr. D. V. Carr, Manager.

There appeared for the Union: Mr. E. B. Jollife, QC, Counsel, Mr. A. Gagnier, National Representative, Mr. T. J. O'Sullivan, National Representative, and Mr. J. Alexander, Chairman, CKOY Unit.

This dispute arose out of the failure of the parties to agree upon the provisions of the first Collective Agreement to be made between them. Following the certification of the Union as the bargaining agent for some 32 employees of the Employer, negotiations commenced 20th August 1953. Prior to the commencement of these proceedings no agreement had been reached on any of the several matters in issue.

The Board is pleased to report that agreement has been effected between the parties to this dispute on all matters in issue and that a Collective Agreement for a term of one year from 1st February 1954 is to be entered into by them forthwith. In addition to its other terms, this agreement will contain appropriate provision for the following:—

1. *Minimum Wages* to be as follows:

Group 9—
Publicity Director $170 per month.

Group 8—
Assistant to Chief Engineer $170 per month.

Group 7—
Traffic Manager $185 per month.

Group 6—
Announcers $180 plus $45 guaranteed commissions per month for the first nine months from hiring date. After nine months $180 plus $60 guaranteed commissions per month. Present talent fee of 50 per cent of the net published library fees to be continued.

Group 5—
Assistant Librarian, Accounting Clerks and Traffic Clerks $130 per month.

Group 4—
Operators $140 per month for the first six months of employment, during which an employee may be dis-

missed without the grievance procedure being invoked. After six months $160 per month.

Group 3—
Librarian—Continuity $150 per month.

Group 2—
Switchboard—Office Clerk $120 per month.

Group 2 (a)—
Switchboard—relief 60 cents per hour.

Group 1—
Caretaker $100 per month.

2. *Minimum Increase*

A minimum increase of $10 per month to each present employee, excluding announcers, or the new minimum rate, whichever is the greater, plus $10 per month beginning with the month during which the employee's anniversary date of employment falls during the term of this Agreement. Switchboard relief to receive an increase of 10 cents per hour. All announcers to receive an increase of $30 per month only.

3. *Overtime*

Clerical staff, which shall be deemed to include all employees other than technical and announcing staff, at the rate of straight time after thirty-five hours per week, exclusive of meal periods. Announcers straight time after forty-two hours per week inclusive of meal periods. Studio operators, time and a half after forty hours per week exclusive of meal periods. Transmitter operators *status quo* so far as shifts and hours of work to be maintained with time and a half for overtime. Any operators and announcers called back shall be paid for a minimum of four hours overtime or the standard remote fee of $2.50, whichever is higher.

4. *Holidays with pay* shall be New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas.

5. The conditional revocable check-off as per the Nabet Agreement with CKWS, Kingston.

6. *Vacations with Pay*

One week after six months, two weeks after one year, three weeks after five years.

7. *Sick Leave or Leave of Absence*

Company to continue present policy.

8. *Retroactivity*

Basic wages as above to be effective as of January 1, 1954.

9. *Effective Date of Agreement*

February 1, 1954, to run for one year.

10. Subject to the provisions of this Agreement, it is understood that management may enter into contracts of personal service with individual employees.

11. Both parties agree to incorporate the above in a collective Agreement and execute the same as expeditiously as possible.

Respectfully submitted.

(Sgd.) Eric G. Taylor,
Chairman.

(Sgd.) Harold M. Daly,
Nominee of the Employer.

(Sgd.) Miller Stewart,
Nominee of the Union.

Dated at Toronto, Ontario, 26th January, 1954.

Ontario Names Committee to Study Gold Mining Industry

Because of the apparent lack of understanding, during the recent labour-management disputes in the Northern Ontario gold mining industry, of the main factors affecting the industry and its future, the Ontario government has established a three-man committee to study the industry and its problems. All committee members are heads of university departments in the province.

The committee has been instructed to "study and report to the Ontario Government on the gold mining industry and the problems presented by that industry to the communities dependent on it".

When announcing establishment of the committee last month, Premier Leslie Frost said it was hoped that a better understanding would result from the committee's studies.

Members of the committee are: Prof. F. A. Knox, head of the Department of Political and Economic Science, Queen's University; Prof. E. E. Reilly, Professor of Economics, University of Western Ontario; and Prof. E. R. Rice, head of the Department of Mining Engineering, University of Toronto. Prof. Knox will be chairman.

Status of Escalator Clauses in 1953 Compared with 1951

Of 220 collective bargaining contracts found to have cost-of-living escalator clauses in 1951, 112 had no such provision two years later

The cost-of-living escalator clause, a common bargaining issue while prices continued to rise during 1950 and 1951, has received only limited attention in agreements signed during the present period of relative price stability. While some currently-negotiated agreements again include such clauses, the majority appear to have discontinued the practice.

One out of every five agreements among 1,100 contracts examined by the Economics and Research Branch of the Department of Labour in late 1951[1] contained an escalator clause. The 220 agreements containing such a clause covered 40 per cent of the workers within the sample.

An analysis just completed of the status of these same 220 agreements in 1953 shows that 112, or slightly more than half, have now dropped the clause. Only 85 of the original 220 agreements are definitely known to have retained an escalator clause; information is still not available concerning the current status of the remaining 23 agreements.

Workers have not lost money by the abandonment of escalator clauses. The agreements indicate that allowances paid at the time the clause was dropped have generally been incorporated into regular rates of pay.

The introduction of the new consumer price index by the Dominion Bureau of Statistics to replace the old cost-of-living index raised a problem for most employers and unions who desired to continue their escalator clause.

Almost all the 1951 clauses provided that wages should be adjusted in accordance with changes in the cost-of-living index. The new consumer price index was introduced in September 1952 and publication of the old index was discontinued with the figure for October 1953.

In a number of agreements the problem of changing the index was foreseen and a clause such as the following, which provides for the working out of a new formula, was included:—

> Should the federal Government establish a new Cost-of-Living Index, the Company and the Union shall, if necessary, modify the present cost-of-living clause so as to maintain for the employees and the Company the same rights and privileges as now enjoyed by each, without advantage to either party at the expense of the other.

However, it would appear that transition to the new price index has not been without its difficulties in some bargaining relationships. The agreement of General Motors of Canada at Oshawa, for example, was bargained in 1953 and contained a revision of the cost-of-living clause but it has not yet taken effect.

Only 31 of the 85 agreements retaining their escalator clause in 1953 state specifically that the measurement of price changes in the plan has been converted from the old to the new index. Presumably, many more clauses have now been changed in this respect but many of those agreements negotiated early in 1953 did not deal with the problem at that time.

The basic problem in negotiations is to translate the relationship between wages and prices into terms of the new consumer price index.[2] Adjustment formulae have been changed to maintain, in most cases, the same relationship between wage

The Economics and Research Branch of the Department of Labour maintains a file of collective agreements obtained directly from the parties involved or through the Industrial Relations Branch of the Department. The article beginning on this page is based on a study of 220 of the filed agreements which in 1951 included an escalator clause.

From time to time this section of the LABOUR GAZETTE will contain articles dealing with particular clauses in agreements or with collective agreement practices in particular industries. While these articles will for the most part replace the summaries of agreements formerly appearing here, summaries of particularly interesting agreements will appear occasionally in this section.

Proceedings under the Quebec Collective Agreement Act and the Industrial Standards Acts of other provinces will also be reported in this section from time to time.

[1] LABOUR GAZETTE, December 1951, p. 1633.

[2] For a suggested method of conversion, *see* L.G., Oct. 1953, p. 1533.

COST OF LIVING ESCALATOR CLAUSES

220 Clauses Found in Agreements Effective in 1951—Their Status in Agreements Effective in 1953

Industry	Cost-of-Living Escalator Clauses in Agreements Examined in 1951		Clause not in 1953 Contract		Clauses Maintained with Change in 1953 Contract		Original Clause Still in Effect in 1953 Contract		No Information Available	
	No. of Agreements	No. of Workers Covered	No. of Agreements	No. of Workers Covered	No. of Agreements	No. of Workers Covered	No. of Agreements	No. of Workers Covered	No. of Agreements	No. of Workers Covered
Forestry and Logging	2	33,126	1	32,000	.....	.....	.....	.....	1	1,126
Mining	9	4,704	.....	.....	7	2,986	2	1,718	.....	.....
Manufacturing	108	43,354	56	24,178	30	14,935	12	2,758	10	1,483
Construction	18	60,607	10	46,271	6	14,031	1	250	1	55
Transportation and Communications	15	6,416	9	1,138	4	5,169	1	107	1	2
Public Utilities	6	9,964	5	1,127	1	8,837	.....	.....	.....	.....
Trade	28	1,624	10	838	14	491	1	247	3	48
Service	34	3,183	21	2,391	3	181	3	426	7	185
Total—All Industries	220	162,978	112	107,943	65	46,630	20	5,506	23	2,899

adjustments and percentage variations in the consumer price index as existed under the previous cost-of-living index. The most common formula in the 1951 agreements analysed provided for an adjustment of one cent an hour for each 1.3 point increase or decrease in the cost-of-living index. Among the agreements which have maintained the escalator clause and have converted to the consumer price index, an adjustment of one cent an hour for each eight-tenths of a point change in the index is a common formula. This maintains roughly the same relationship between wages and prices.

Where escalator clauses have been retained, another common modification has been to advance the base date of the index from which cost-of-living bonuses are calculated. In the analysis of 1951 agreements, it was found that a base index was selected upon which bonuses were calculated. This index was usually that existing at the time the agreement was signed. If the index moved upward from this base, bonuses would be paid according to the adopted formula. On the other hand, if the index moved downward again towards the base, bonuses would be withdrawn according to the formula. But if the index moved below the base index, no further deductions would be made so that the base index provided a floor below which the escalator plan would not operate.

For a number of the agreements subsequently re-negotiated, bonuses being paid at that time were incorporated into wage rates and a new base established on the level of the index at the time the agreement was revised. In these instances the index was invariably higher at the time the contract was re-negotiated than it was at the time the clause was adopted in 1951. The result of this modification has been to raise the floor below which deductions from employees' pay will not be made.

The following clause is a typical example of an escalator formula adjusted to the new consumer price index:—

Cost of Living Adjustment

(a) All employees covered by this agreement shall receive a cost-of-living bonus based on the increase or decrease in the New Consumer Price Index, as published by the Dominion Bureau of Statistics. The first adjustment will be in June of 1953 based upon the Index published in March 1953, being 115.5.

All adjustments shall be determined in accordance with the Consumer Price Index as published by the Dominion Bureau of Statistics (1949=100), hereinafter referred to as the C.P.I. Adjustments will be made quarterly on the basis of 1 cent per hour for each 8/10 of a point rise or fall in the Index in accordance with the following table:—

Dominion Bureau of Statistics Consumer Price Index	Cost of Living Allowance per Hour
113.5 – 114.2	1¢
114.3 – 115.0	2¢
115.1 – 115.8	3¢
115.9 – 116.6	4¢
116.7 – 117.4	5¢
117.5 – 118.2	6¢
118.3 – 119.0	7¢
119.1 – 119.8	8¢
119.9 – 120.6	9¢
120.7 – 121.4	10¢

and so forth with 1 cent adjustment for each 8/10 of one point change in the Index.

(b) The Consumer Price Index as published in the month of June of 1953 will be used as a base for determining a cost-of-living bonus in conformity with the table set forth in Section (a), effective until the next adjustment date. No reductions in the cost-of-living bonus will be made on the above mentioned formula below an Index of 113.5.

In Section (a), the amount of cost-of-living bonus which shall be effective for the three-month period following the effective date of each quarterly adjustment shall be determined in accordance with the following table:—

Effective Dates of Adjustment First Pay Period beginning nearest to:—	Based on Dominion Bureau of Statistics Consumer Price Index normally published in:—
March 20, 1953	March 1953
June 20, 1953	June 1953
September 20, 1953	September 1953
December 20, 1953	December 1953

(c) In the event that the Dominion Bureau of Statistics does not issue a Consumer Price Index on or before the beginning of the pay periods referred to in Section (b) above, any adjustments required will be made at the bginning of the first pay period closest to the issuance of the relevant Index.

The continuance of the cost-of-living bonus is dependent upon the availability of the official monthly Dominion Bureau of Statistics Consumer Price Index in its present form and calculated on the same basis as the Index published in November 1952 unless otherwise mutually agreed upon by the parties.

Collective Agreement Act, Quebec, and Industrial Standards Acts

During the first two months of 1954 there were few changes in working conditions indicated in Orders in Council issued under the Collective Agreement Act in Quebec and the various Industrial Standards Acts in certain other provinces.

In Quebec, extension of agreements between workers and employers affected two divisions of the men's and boys' clothing industry, and the paper box industry. In each case the decree provided for a wage increase. In the men's and boys' clothing industry, increases in the caps and hats division ranged from 11½ cents to 16½ cents an hour while in the odd pants division the cost of living bonus was raised by two cents, from 20 cents to 22 cents an hour. In the uncorrugated paper box industry the increase was from 3 cents to 8 cents an hour.

In three other provinces, the schedules for the construction trades under the Industrial Standards Acts underwent some important changes. In all cases the changes in the schedules have been made so that the working conditions indicated will conform with those set by collective agreements in the area. In effect, this means that the working conditions in some unorganized firms will be brought to the level of those in organized employment.

In Halifax, N.S., rates for skilled construction trades workers were increased by 5 cents to 12 cents an hour and the labourers' rate by 4 cents an hour. A schedule was published establishing conditions of employment for plumbers in the Sydney area and providing rates for this trade of $1.85 per hour. This is the first schedule to be issued for plumbers in Sydney; the rates provided are the highest in the province, and are 17 cents above the Halifax level.

Some local schedules for construction trades were changed in Ontario and Saskatchewan. In both provinces the schedules include some which have not been brought up-to-date for two years or more; in these, the increases in rates are fairly high, amounting in some cases to as much as 30 cents per hour over the previous schedule. These increases bring the rates into conformity with those established by bargaining, which in the past year has produced hourly increases of approximately 10 cents to 15 cents an hour.

When Minimum Wage Set Differentials Narrowed

The immediate effect of the imposition of minimum wages in one industry was the compression of the wage structure, the United States Bureau of Labor Statistics has found.

After making a survey of wages in the lumber industry in the southern United States, the Bureau reported that wage differentials narrowed when the 75-cents-per-hour minimum rate went into effect in January 1950. All those employees entitled to the 75-cent rate received a sizeable raise in pay but most of the workers earning more than 75 cents per hour at the time received little, if any, increases for the purpose of maintaining wage differentials.

The Bureau reports, however, that during the past three years employers in the industry have made determined efforts to restore some or part of the customary differentials existing previously.

Uphold 1st Objection to Compulsory Unionism

Compulsory union membership in Australia met its first defeat last month. The New South Wales industrial registrar upheld the objection of a Sydney woman who refused to join a union because of religious beliefs.

This is the first time an objection on religious grounds has been sustained. Union officials and government supporters, it is reported, fear many workers may come to use religious grounds as a convenient method of avoiding membership. In order to deter this practice, the law's supporters are advocating that objectors be made to appear at public hearings rather than at private hearings, as at present.

The New South Wales legislation was passed in December (L.G., Jan., p. 114) and non-union workers were given 28 days to join. This time limit, however, has not been observed.

Legal Decisions Affecting Labour

Bus line connecting provinces comes under federal jurisdiction, Privy Council holds. Labour Relations Board can change unit and bargaining agent for hotel employees, British Columbia Supreme Court rules

In an appeal from a decision of the Supreme Court of Canada, the Privy Council held that since a bus service extending beyond the limits of a province comes within the works and undertakings placed within federal jurisdiction by the BNA Act the province exceeded its authority in failing to allow the bus company to carry passengers on trips within the province.

The Supreme Court of British Columbia in a case involving the certification of a bargaining agent for a multiple unit dismissed the application of the Hotel and Restaurant Employees' International Union to quash the Labour Relations Board's order removing one hotel from the unit and certifying a new bargaining agent for it.

Judicial Committee of the Privy Council...

... rules province lacks power to ban carrying of passengers within province by interprovincial bus

On February 22 the Judicial Committee of the Privy Council delivered its judgment on the *Winner* case, which involved the division of legislative powers between the Parliament of Canada and the Legislature of New Brunswick in respect to the regulation of international and interprovincial bus transport. It ruled that the province had no power to prohibit an American bus company which operated a bus service between Boston, Mass., and Glace Bay, N.S., from picking up and letting off passengers within New Brunswick.

The judgment was given by Lord Porter, who first reviewed the facts of the case as they had been set out by the Chancery Division of the New Brunswick Supreme Court. Winner, an American, operated a bus service from Boston to Glace Bay over New Brunswick highways. Although the licence issued to him in June 1949 by the New Brunswick Motor Carrier Board, under the authority of the Motor Carrier Act, did not permit him to pick up or let off passengers in New Brunswick after August 1, 1949, he continued to do so. Another bus company, S.M.T. (Eastern) Limited, brought an action for an injunction to restrain him from picking up or letting off passengers within the province and for a declaration that he had no right to do so.

Questions of law as to the validity of the Motor Carrier Act and as to whether Winner's operations were affected or prohibited by this Act were referred to the Appellate Division of the New Brunswick Supreme Court and, on appeal from the decision of that Court, came before the Supreme Court of Canada. The Supreme Court ruled that the Motor Carrier Board had no authority to prohibit Winner from picking up or letting off in New Brunswick passengers who were taking a trip beyond the limits of the province but that it could prohibit him from carrying passengers whose journey began and ended in New Brunswick (L.G., 1951, p. 1693).

The Attorneys-General of Ontario, Alberta, Prince Edward Island and New Brunswick appealed to the Privy Council from the part of that judgment permitting the picking up or setting down of passengers within New Brunswick in the course of a journey beginning outside the province and ending within it or beginning within it and ending in Nova Scotia or the United States. Winner and others made a cross-appeal against the ruling that the province could prohibit him from engaging in purely intra-provincial traffic.

Lord Porter considered first the argument that Winner's business was subject to provincial control since it did not come within the classes of undertaking exempted from provincial authority by Section 92(10)(a) of the British North America

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Act, that is, "lines of steam, or other ships, railways, canals, telegraphs and other works and undertakings connecting the province with any other or others of the provinces or extending beyond the limits of the province." It was argued that this subsection did not apply unless the undertaking is both a work and an undertaking—the former a physical thing and the latter its use.

Their Lordships pointed out that Section 92(10) begins by giving to the provinces jurisdiction over local works and undertakings; if the argument were to prevail, a province would have no jurisdiction except in a case where the subject matter was both a work and an undertaking. Moreover, in subsection 10(c) the word "works" is found uncombined with the word "undertakings", which, in the Judicial Committee's view, implies that the words are to be read disjunctively so that if either works or undertakings extend beyond the limits of a province they come within federal jurisdiction.

As an example of the difficulty of the suggested construction Lord Porter mentioned the case of steamships. Lines of steamships between a province and any other country carry on their operations without the existence of physical "works". He held that as with ships so with buses it is enough that there be a connecting undertaking for them to come within Section 92 (10)(a).

His Lordship referred to the Privy Council's judgment in the *Radio* case (The Regulation and Control of Radio Communication in Canada [1932]), in which it was held that the control of radio transmission in Canada was solely within federal jurisdiction. The judgment stated that radio broadcasting came within the matters reserved for federal authority by Section 92(10)(a), falling both within the word "telegraphs" and the general words "undertakings connecting the province with any other or others of the provinces or extending beyond the limits of the province". It went on to say that "undertaking is not a physical thing but is an arrangement under which of course physical things are used." Lord Porter stated the Judicial Committee found these expressions directly applicable to the *Winner* case.

Another argument presented was that since under Section 92(10) the provinces are entrusted with local works and undertakings subject to the exception that they must be "other than such as are in the following classes", on its true construction the section must mean "other than such *local* works and undertakings as are within the following exceptions". The submission maintained that Winner's work was not local, having no anchorage within the province, and for that reason was not within the subsection. The Judicial Committee did not accept this reading of the section.

Another point put forward upon this aspect of the case was that Winner's activity did not become an undertaking until he received a licence. Since his licence permitted him only to run through New Brunswick without picking up or letting off passengers, that was his undertaking, and so far as New Brunswick was concerned, it could not be enlarged by a claim that it was an interprovincial or international undertaking.

Their Lordships did not accept this view. They emphasized that in fact another undertaking did exist, that of through carriage and also of picking up and setting down passengers within the province, since whether rightfully or wrongfully, Winner had done this from the beginning of his activities.

The second main contention put forward was that the roads are local works and undertakings constructed and maintained by the province, and that the province is therefore entitled to regulate their use in any way it pleases and indeed to prohibit their use. Lord Porter stated that it would not be possible to lay down the precise limits within which the use of provincial highways may be regulated. Such matters as speed, the side of the road upon which to drive, the weight and lights of vehicles are obvious examples of matters coming under provincial control. However, the roads form a connection with other provinces and also in this case with another country. The Judicial Committee considered that, if it were not for Section 92(10)(a), the province could have prohibited the use of or exercised complete autocratic control over its highways but that the subsection in question withdraws this absolute right where the undertaking is a connecting one.

Lord Porter referred to two earlier judgments of the Privy Council *(Colonial Buildings & Investments Association* v. *Attorney-General of Quebec* and *Great West Saddlery Co. Ltd.* v. *The King)* which held that companies incorporated under a federal Act were subject to provincial laws imposing taxes, relating to mortmain or requiring licences, but that such provincial legislation would be inapplicable if its effect would be to sterilize all the functions and activities of a company or impair its status and capacities in an

essential degree. Their Lordships had no doubt but that the Motor Carrier Act or the licence issued under it or both combined did have such an effect on Winner's undertaking.

It was also contended that the two jurisdictions, that of the province to legislate concerning its roads and that of the Dominion to legislate concerning connecting undertakings, overlap; and that as long as the Dominion has not enacted legislation dealing with the matter the laws of the province dealing with it are valid and enforceable.

The Judicial Committee did not agree with this argument. Lord Porter emphasized that the province's authority over its own roads is limited and does not entitle it to interfere with connecting undertakings by preventing or restricting interprovincial traffic. In this case the provisions in the Act and regulations were not confined to such matters as traffic regulation and were not even general regulations affecting all users of the highways. The purpose of the provision in question was obviously to limit the activities of an undertaking connecting Maine with New Brunswick and New Brunswick with Nova Scotia. For this reason the action of the province was an incursion into the field reserved by the BNA Act to the Dominion.

Their Lordships gave no opinion as to whether the Motor Carrier Act or regulations under it were beyond the powers of the province. In any case, either through the Act itself or through the licence issued according to regulations under the Act, the province had exceeded its jurisdiction.

Lord Porter then dealt with the question of whether, as the Supreme Court held, Winner could be prohibited from taking up and setting down passengers whose journey both begins and ends within New Brunswick. He stated that their Lordships might accede to this argument if there were evidence that Winner was engaged in two enterprises, one within the province and the other of a connecting nature. However, they saw no evidence of such a dual enterprise, since the same buses carried both types of passengers along the same routes.

The Supreme Court had drawn a distinction between the essential and the incidental parts of the enterprise, holding that the purely provincial part of Winner's enterprise was only incidental and could be controlled by the province.

Their Lordships considered that the question to be answered is not what portions of the undertaking can be stripped from it without interfering with the activity altogether, but rather what is the undertaking which is in fact being carried on. In this case the undertaking was in fact one and indivisible. Lord Porter referred to the Privy Council's judgment in *Toronto Corporation* v. *Bell Telephone Company of Canada* [1905], which held that the Bell Telephone undertaking could not be separated into a local business and a long-distance business since it was in fact a single undertaking.

Their Lordships cautioned that an internal carrier cannot put himself outside provincial jurisdiction simply by starting his activities a few miles over the border. The question whether there is an interconnecting undertaking is one depending on all the circumstances of the case.

The Judicial Committee held that Winner operated an undertaking connecting the province with another, which therefore came within the provisions of Section 92(10)(a) and lay solely within federal jurisdiction.

The appeal of the four provincial Attorneys-General from the Supreme Court judgment was dismissed and Winner's cross-appeal was allowed. *The Attorney-General for Ontario and others* v. *Israel Winner and others* and *Israel Winner and others* v. *S.M.T. (Eastern) Limited and others* [1954].

British Columbia Supreme Court...

...finds Labour Relations Board didn't exceed its powers in removing hotel staff from 31-hotel unit

On December 10 the Supreme Court of British Columbia dismissed the application of a hotel and restaurant employees' union for a writ to quash a certification order issued to an employees' association. The provincial Labour Relations Board had certified the employees' association as the bargaining agent for employees of a hotel which previously belonged to a unit of 31 hotels for which the union was the certified bargaining agent. The union contended that the Board could not certify a separate bargaining agent for employees of the hotel while its certificate as bargaining agent for the larger unit remained in effect. The Court held that the Board had acted within its power to vary any of its decisions.

Mr. Justice Clyne gave the Court's reasons for decision. He stated that Local 28 of the Hotel and Restaurant Employees' International Union applied to the Court by way of *certiorari* to quash the order issued by the Labour Relations Board on April 1, 1953, certifying the Alcazar Hotel

Employees' Mutual Benefit Association as bargaining agent for employees of the Alcazar Hotel Company Limited. He then reviewed the events leading up to this application.

On June 26, 1951, Local 28 had entered into a collective agreement with the British Columbia Hotels Association, purporting to act on behalf of 44 Vancouver hotels. On August 6 of that year the union applied for certification as the bargaining agent of all the employees of those hotels except certain specified groups such as waiters in beverage rooms. The Labour Relations Board conducted an investigation to determine whether the proposed bargaining unit was suitable. Two hearings were held, one in October 1951 and the other in January 1952. The Board also conducted a representation vote, which resulted in 407 votes in favour of representation by Local 28 and 165 against, with 15 spoiled ballots and 72 persons refraining from voting. On February 27, 1952, the union was certified as bargaining agent for a unit consisting of 31 of the 44 hotels, including the Alcazar Hotel.

The employees of that hotel protested against the Board's decision on the ground that none of them was or desired to become a member of Local 28. After a rehearing of the case, the Board on April 9 affirmed its decision to certify Local 28 as the bargaining agent for employees of all 31 hotels.

The officers of Local 28 then requested the management of the Alcazar Hotel to execute the agreement of June 26, 1951. The company had not consented to the appointment of the union as bargaining agent and did not consider the agreement executed by the Hotel Association binding upon it. It did, however, approach its employees to ascertain if they would join Local 28. The employees vigorously refused. When the union was informed of this by the company its officers threatened to set up picket lines around the hotel. The employees, who had formed their own union called the Mutual Benefit Association, warned the company in a letter dated July 4, 1953, that they would resign in a body without notice if the company signed the agreement with Local 28. Local 28 did set up picket lines, and a stalemate lasted for several months with the hotel being picketed and the hotel employees remaining obdurate in their determination to have nothing to do with Local 28.

On February 12, 1953, the Mutual Benefit Association applied to the Board to cancel the certification of Local 28 as the bargaining agent for employees of the Alcazar Hotel and to certify the Association in its place. Local 28 was notified of this application and a hearing was held by the Board on March 24. On April 1 the Board announced its decision to certify the Mutual Benefit Association. At the request of Local 28, a rehearing was held on May 15 and on May 21 the Board confirmed its decision.

Before considering the merits of the case, Mr. Justice Clyne discussed the question of whether the Court had a right to interfere with the Board's decision by *certiorari*, in view of the provision in the Act stating that the decision of the Board is final and conclusive on the question as to whether a group of employees is a unit appropriate for collective bargaining. After referring to the views expressed by judges of the Ontario courts and the Supreme Court of Canada in *In re Toronto Newspaper Guild, Local 87, and Globe Printing Co.* (L.G., 1951, p. 932; 1952, p. 615; Aug. 1953, p. 1174) on the question of the right of the courts to review a decision of a Labour Relations Board, he concluded that in spite of the prohibiting section of the Act the Court had the right to examine the Board's decision to determine whether the Board had declined, exceeded, or abused the jurisdiction conferred by statute.

The application of the Association which was granted by the Board was made under Section 12(7) of the Industrial Conciliation and Arbitration Act. This clause provides that after proper investigation the Board may decertify a bargaining agent at any time if the labour organization has ceased to be a labour organization or the employer has ceased to be the employer of the employees in the unit, and that where 10 months have elapsed after the certification of a union the Board may cancel its certification if it is satisfied after proper investigation that the union has ceased to represent the employees in the unit.

Counsel for Local 28 conceded that by virtue of the second provision in Section 12(7) the Board had power to cancel the certification of his client. He contended, however, that the Board had power only to cancel a certificate as a whole; it could not certify the Association as the bargaining agent for employees of the Alcazar Hotel and leave Local 28 as the bargaining agent of employees in the 30 other hotels. He maintained that the Board, if it desired to give effect to the Association's plea, should have cancelled the certificate of Local 28 in its entirety and then followed the entire procedure for certification again, determining what unit or units were appropriate and ascertaining the wish

of the majority of employees in all 31 hotels by taking a new representation vote.

Mr. Justice Clyne considered that this argument overlooked the plenary powers vested in the Board by Section 58 (2) to reconsider and vary or revoke any of its decisions or orders. Since the sections of the Act could not be regarded as a series of air-tight compartments, it was immaterial that the application was made under one section if the Board had power to act under another. The Board had the power under Section 58(2) to vary its decision of February 27, 1952, by removing employees of the Alcazar Hotel from the unit of 31 hotels and it had the power under Sections 10 and 12 of the Act to determine that these employees constituted a unit appropriate for collective bargaining and that the Association should be their bargaining agent.

His Lordship stated that possibly the Board should have issued an order under Section 58(2) varying the composition of the unit under the bargaining authority of Local 28. It was clear, however, what the Board was doing, and any irregularity amounting to a shortcut did not mean lack of jurisdiction, particularly in view of Section 65 of the Act which declares that no proceeding is to be deemed invalid by reason of technical irregularity.

Counsel for Local 28 suggested that Section 58(2) confers upon the Board only the power to hear appeals from its own orders and that under regulations made by the Board such appeals must be launched within 30 days of the publishing of its decision. He argued that when the Board rejected the Association's appeal from the decision to certify Local 28 its power under Section 58(2) to vary or revoke its decision was exhausted.

Mr. Justice Clyne stated that such a narrow interpretation was contrary to the express words of the Act and that the Board's regulations could not restrict the jurisdiction conferred on it by statute. Since the Act states in plain terms that the Board may vary or revoke its own decision, he could see no reason why it cannot do so at any time provided that the variation or revocation remains within the structure of the statute and is not done in such a way as to offend the principles of justice and that all interested parties have the opportunity of presenting evidence and making representations. If the Board has made a mistake, it should be in a position to rectify it, he stated.

It was argued on behalf of the union that the employers had suffered an injustice because the Board had failed to ascertain their wishes in accordance with Section 12(3)(a) of the Act, which reads:—

> Where an application for certification is made by a labour organization for a unit in which the employees are employed by two or more employers, the Board shall not certify the bargaining authority unless:—
>
> (a) The unit is appropriate for collective bargaining in respect of all the employers....

His Lordship rejected this argument on the ground that the employers were notified of the Board's meeting on March 24, 1953, and had an opportunity of being heard, but neither then nor before the Court did they register any objection.

Counsel for the union also contended that the Board had acted arbitrarily and undemocratically in failing to take a vote of the employees of all 31 hotels and that Local 28 and its members were thereby denied natural justice. Mr. Justice Clyne stated that "natural justice" did not consist in coercing a group of employees into joining a union. He could see nothing unjust in the Board's action in acceding to the wishes of a group of workers who wished to form their own association and be represented by it. There would have been no advantage in starting the whole certification procedure over again, since the Board had fully explored the matter and had given at least four hearings at which employers, employees, and representatives of both unions were able to be heard.

The Court held that the Board had not declined jurisdiction, acted without or in excess of jurisdiction, or abused natural justice. It therefore dismissed the application for a writ of *certiorari*. *In re Hotel and Restaurant Employees' International Union, Local 28 et al* [1954] 11 WWR (NS) 11.

South Carolina is the sixteenth state to enact a "right-to-work" law. It recently enacted a measure that includes provisions for fines up to $1,000 and/or imprisonment for denial of the right to work because of union membership or non-membership; and bans personal or concerted intimidation to interfere with the right to work or to compel union membership, mass or violent picketing and picketing that interferes with or threatens free access to a plant.

Recent Regulations under Provincial Legislation

CSA Code with supplementary regulations adopted by British Columbia. Annual inspection of boilers in mines required in Newfoundland. Nova Scotia Apprenticeship Act restricted to certain areas for two trades

By regulations under the Boiler and Pressure-vessel Act, British Columbia has adopted the CSA Code for the Construction and Inspection of Boilers and Pressure Vessels.

In Newfoundland, boilers and pressure vessels in mines must be inspected annually by an inspector appointed under the Boiler and Pressure Vessel Act and may be operated only by persons holding certificates of competency under the Act. Certification is not required for the operator of an internal combustion or electric hoisting plant in a mine.

Under the provision of the 1952 Nova Scotia Apprenticeship Act that permits the application of the Act to be confined to areas specified by the Minister of Labour, orders have been issued declaring the Act to apply to the carpenter trade in four counties and the motor vehicle repair trade in Halifax and Dartmouth.

British Columbia Boiler and Pressure-vessel Act

New regulations have been made under the British Columbia Boiler and Pressure-vessel Act adopting the latest (third) edition of the Canadian Standards Association Boiler and Pressure Vessel Code—the *Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels* (CSA B51-1951). British Columbia is the fifth province to adopt the 1951 edition of the Code.

Part I of the new regulations, which contains the provisions of the Code, with some variations, governs the design, construction, installation, operation and repair of boilers, pressure vessels and related equipment. Specifically, it covers steam and hot water boilers, pressure vessels, heat exchangers, air receivers, liquid receivers, oil refineries, refrigerating plants, steam plants, steam processors and other similar equipment. It does not apply to boilers or unfired pressure vessels used in the operation of a railway, to boilers or pressure vessels subject to inspection under the Canada Shipping Act or to heating boilers in private residences.

The major portion of Part I of the regulations governs the registration of designs. The blue prints and specifications of designs for all boilers, pressure vessels and fittings and for proposed refrigeration and steam plants are required to be submitted to the Chief Inspector for approval, after which the design is registered by the allotting of a registration number. The remainder of Part I lays down safety requirements for the installation of boilers and pressure vessels and with respect to blow-down pipes and tanks, boiler suspension and support, pressure gauges and hot water tanks of more than 24 inches in diameter.

It is the duty of the Inspector to ensure that the provisions of the Boiler and Pressure-vessel Act and the regulations are being complied with and that safe practices are being observed in the operation of the equipment. Adequate provision must be made for easy internal and external inspection of all parts of the heating surface of boilers and if this is not done the Inspector may require the owner or operator to shut down the boiler and remove any obstructions hindering a proper inspection. Inspection of every boiler before it is put into use and annually thereafter is required by the Act.

In addition to the specific requirements set out in the regulations, the Chief Inspector has general authority to require safety appliances, repairs or modifications to any pressure equipment, where he deems it necessary in the public interest.

Parts II, III, IV, and V of the regulations deal with power boilers, low-pressure heating boilers, miniature boilers and unfired pressure vessels, respectively.

The regulations were approved by O.C. 265 on February 11, gazetted February 25.

New Brunswick Labour Relations Act

The procedure to be followed with respect to applications for revocation of certification of a bargaining agent was established by an amendment to the rules of procedure of the New Brunswick Labour Relations Board. The Labour Relations Act authorizes the Board to revoke certification where in its opinion the bargaining agent no longer represents a majority of employees in the unit for which it was certified.

The amendment was approved by O.C. 54-97 on February 11, gazetted March 3.

Newfoundland Boiler and Pressure Vessel Act

Hoisting plants for which the motive power is an internal combustion engine or

electric motor of any horse-power used solely in the operation of a mine under the Newfoundland Regulations of Mines Act have been declared exempt from those provisions of the Boiler and Pressure Vessel Regulations which deal with the certification of boiler inspectors, operating engineers and firemen. The effect of the amendment to the Boiler and Pressure Vessel Regulations is that the operator of an internal combustion or electric hoisting plant in a mine is not required to hold a certificate of competency.

The amendment was made and gazetted on February 16.

Newfoundland Regulations of Mines Act

Regulations under the Regulations of Mines Act dealing with steam boilers were amended to provide for a compulsory annual inspection of boilers and pressure vessels in mines in Newfoundland. Previously, the Minister of Natural Resources could require an annual inspection of boilers in mines to be made by an inspector appointed under the Boiler and Pressure Vessel Act. This provision has now been made mandatory and is applicable to both boilers and pressure vessels. As before, an inspector must make a written report to the Minister.

Since the regulations, which were made and gazetted February 16, cover pressure vessels as well as boilers, as defined in the Boiler and Pressure Vessel Act, the sections which formerly governed compressed air tanks have been removed.

The earlier regulations prohibited the operation of steam engines or boilers by any person other than a properly qualified person. The new regulations specifically require all operators of boilers and pressure vessels to hold certificates of competency under the Boiler and Pressure Vessel Act.

Nova Scotia Apprenticeship Act

Two of the nine trades named in the schedule to the Nova Scotia Apprenticeship Act, 1952, have been declared trades to which the Act applies in certain areas. Unlike the former Act, under which designation of a trade automatically applied to the whole province, the 1952 Act (L.G., 1952, p. 1364) authorized the Minister of Labour to specify the part or parts of the province in which the Act should apply to any of the trades mentioned in the schedule. In this way the application of the Act may be confined to areas where apprenticeship can, in fact, operate satisfactorily.

In two orders dated January 22, gazetted February 3, and effective February 15, the Minister declared the Act to apply to the carpenter trade in the counties of Cape Breton, Inverness, Richmond and Victoria and to the motor vehicle repair trade in the city of Halifax and the town of Dartmouth.

As a result of these two orders, which are the first of this type under the Act, no person under 21 may be employed in the trade and area specified for longer than three months except under a registered apprenticeship agreement or except in specialized or repetitive work with the approval of the Minister. The general regulations under the Act (L.G., Feb. 1953, p. 291) apply to both trades. Trade regulations were issued for the mechanical branch of the motor vehicle repair trade in 1953 (L.G., Jan., p. 123).

Ontario Apprenticeship Act

Motor Vehicle Repair Trade

Amendments to the regulations for the motor vehicle repair trade were gazetted January 23 as O.Reg. 4/54. In the summary appearing in the March issue (p. 425), the regulation number was incorrectly given as O.Reg. 41/54.

Saskatchewan Hospitalization Act

The list of hospital services available to beneficiaries under the Saskatchewan Hospitalization Act during the calendar year 1953 (L.G., March 1953, p. 443) is continued for an indefinite period. For the past several years the list has been issued yearly. The amendment to the regulations was approved by O.C. 2639/53 on December 15, 1953, and gazetted January 2.

By a further amendment, approved by O.C. 450/54 on February 23, the daily allowance from the Saskatchewan Hospitalization Fund for services to beneficiaries in hospitals outside the province was increased from $5 to $7.50, effective from January 1, 1954.

Public hospitals operated above rated capacity in five provinces and the territories in 1952, the Dominion Bureau of Statistics reports. The ratio of beds set up per 100 capacity was: Saskatchewan 123·0, New Brunswick 121·4, Alberta 108·3, the territories 106·0, Ontario 102·8, British Columbia 101·7, Manitoba 99.4, Nova Scotia 98·9, Quebec 98·1 and Prince Edward Island 91.9.

Monthly Report on Operation of the Unemployment Insurance Act

New claims for benefit in January only slightly more numerous than in December, numbering 292,623 compared with 292,236, statistics* show

Initial and renewal claims for unemployment insurance benefit received in local offices across Canada totalled 292,623 during January. This represents very little change from the previous month, according to the Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act, when 292,236 initial and renewal claims were received. Claims filed during January 1953 totalled 223,255.

Ordinary claimants (including those claiming supplementary benefit) on the live unemployment insurance register on January 31 numbered 494,831 (411,829 males and 83,002 females), compared with 391,033 (325,286 males and 65,747 females) on December 31 and 354,660 (296,414 males and 58,246 females) on January 31, 1953. The number of short-time claimants on the live register increased from 35,459 on December 31 to 48,202 on January 31, the increase being concentrated in Nova Scotia and Ontario. Claimants on the register categorized as "temporary lay-off" decreased in volume on January 31, when they numbered 12,975, in comparison with a total of 25,009 on December 31; almost 50 per cent of the "temporary lay-off" claimants on January 31 were in British Columbia.

Adjudicating officers disposed of 304,786 initial and renewal claims during the month; in 225,828 of these cases the claimants were entitled to benefit. Of the 78,958 adjudications in which the claimants were not entitled, 68,074 were in respect of persons unable to establish a benefit year because of insufficient contributions. Disqualifications were imposed in 16,569 cases (including 5,676 on revised and supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause" 5,065 cases; "not unemployed" 3,954 cases; and "not capable of and not available for work" 1,542 cases.

New beneficiaries during the month totalled 197,702, compared with 161,723 during December and 163,273 during January 1953.

*See Tables E-1 to E-7 at end of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During January, a total of $23,947,213 was paid in compensation for 7,563,898 days (including 58,749 disability days), in comparison with $16,882,107 and 5,413,801 days (including 49,978 disability days) during December, and $17,502,303 and 5,628,881 days during January 1953.

For the week January 23-29, an estimated total of 351,173 beneficiaries received a total of $6,522,868 in respect of 2,058,733 days (including 15,725 disability days), as against 218,323 beneficiaries who received $4,025,980 in compensation for 1,281,406 days (including 9,984 disability days) for the week December 26, 1953-January 1, 1954. For the week January 31-February 6, 1953, a total of 231,331 beneficiaries received $4,352,990 in compensation for 1,395,790 unemployed days.

The average daily rate of benefit for the week January 23-29 was $3.17, compared with $3.14 for the week December 26-January 1. For the same week last year, the average daily rate of benefit was $3.12.

Supplementary Benefit

During January, 67,528 claimants ineligible for regular benefit had their claims considered under the supplementary benefit provisions of the Act. Of this number, 46,536 established their right to benefit in either of the two classes, the majority (67 per cent) qualifying in class 1; 19,548 failed to satisfy the minimum requirements and the remaining 1,444 established benefit years but were disqualified under one or more of the provisions of the Unemployment Insurance Act or Regulations. Benefit payments amounted to $1,202,732.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards have been issued to 4,508,340 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At January 31, employers registered numbered 256,285, an increase of 1,313 during the month.

Decision of the Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

Decision CU-B 1019, March 2, 1954

The claimants interested in this appeal were employed on various construction projects in Windsor, Ont., when, on June 2, 1953, they lost their employment as the result of a stoppage of work due to a labour dispute at the premises at which they were employed.

According to the evidence adduced, the said stoppage of work was brought about by the following circumstances:—

For some months, negotiations had been carried on between Local 1494 of the International Brotherhood of Painters, Decorators and Paperhangers of America and The Windsor Builders and Contractors Exchange and The Greater Windsor Home Builders Association. These negotiations related to a demand of the union for a new agreement which would have included higher wages for the painters. The interested parties failed to reach an accord and a strike, involving approximately 200 painters, took place at 8 a.m. on June 2, 1953. Picketing began at buildings and homes under construction which had reached the stage where painters, decorators, etc., had become necessary and the other workers, among whom were the claimants, refrained from crossing the picket lines.

Following the loss of their employment, the claimants filed applications for benefit, which were disallowed by the Insurance Officer under Section 39(1) (now 41(1)) of the Act because, in his opinion, they had become participants in the labour dispute by having refused to cross the painters' picket lines.

From the decision of the Insurance Officer, the claimants appealed to a Court of Referees.

The Court of Referees, after having heard representations from union officials and others, unanimously set aside the disqualification imposed under Section 41(1) on the ground that the claimants were justified in refraining from crossing the picket lines inasmuch as they had a legitimate fear of reprisals against them, their families or material possessions within the meaning of the last paragraph of decision CU-B 918.

From the decision of the Court of Referees, the Insurance Officer, on August 19, 1953, appealed to the Umpire.

Subsequently, Messrs. Brown, Nisbet and Burnell, Solicitors and Barristers, Windsor, Ont., requested an oral hearing in respect of their client, Edgar A. Dennison, who is one of the claimants interested in this appeal. The hearing was held in Ottawa, Ont., on November 19, 1953, and, in addition to Mr. G. S. Nisbet of the said legal firm, the following union officials availed themselves of the opportunity of making representations to me on behalf of the other claimants interested in the appeal: Messrs. L. E. Wismer, Director of Public Relations and Research of The Trades and Labour Congress of Canada; William Stefanovitch, Business Representative of Local 494 of the United Brotherhood of Carpenters and Joiners of America; Roy R. Hicks of the Windsor Local of the Plumbers' Union; and Mr. Norman S. Dowd, Executive Secretary of The Canadian Congress of Labour. The Insurance Officer who argued the appeal was Mr. J. D. Durocher.

* * *

The status of a worker who refrains from crossing a *peaceful* picket line set up at his place of employment as the result of a

88500—6

labour dispute in which he and his fellow workers of the same grade or class have no direct interest and to which they have not subscribed financially has been often discussed by union officials when appearing before me on similar cases and has been the subject of many decisions.

Notwithstanding the repeated attempts of organized labour to have me depart from the stand that my predecessor and I had taken on the matter, I have constantly maintained the long-established principle that refusal to cross a picket line where no violence is displayed is evidence of participation in a labour dispute within the meaning of Section 39 (now Section 41) of the Act.

This attitude, I feel, is reasonable and in accordance with the intent of the Unemployment Insurance Act.

When a worker wilfully refrains from crossing a picket line and thereby withdraws his labour, he, in effect, sides with the strikers and adds strength to their cause. To rule that in such instance he is nevertheless entitled to unemployment insurance benefit would provide organized labour with a direct and powerful weapon to prolong strikes and bring the employers to its terms. Section 41 of the Act deals with matters which spring from conflicts of interest between two parties who are contributors to the Unemployment Insurance Fund and it stands to reason that it was not the intent of the legislator that money in which both have a proprietary interest should be used for the benefit of one in the pursuit or the furtherance of an economic battle against the other.

Organized labour has always maintained that its members, in view of trade union environment and the degradation attached to a scab, are morally compelled to respect picket lines and for that reason should not be estopped from receiving unemployment insurance benefit on the ground of "participation" in a labour dispute when they do so.

To this argument, I have answered, as will have been observed by those who have taken the trouble to read my decisions on the matter (particularly CU-B's 918 and 981) that the weakness of this line of reasoning is to confuse the fact of voluntary action with the motives which led to it.

As pointed out in the said decisions, a worker has the free exercise of his will when he makes a choice between the evil of unemployment and that of transgressing trade union standards of behaviour, and that choice, which is one that members of organized labour are frequently called upon to make, cannot, in the eyes of the law, be deemed to be involuntary. By the same token, the risk of "social stigma" and loss of benefits enjoyed because of union membership cannot be recognized as justification for relief from disqualification, precisely because it stems from the free election made by the workers to associate themselves in a common cause for the betterment of their working conditions and economic needs.

The case now before me presents another effort to widen the interpretation so far given to the word "participation" in Section 41 of the Act and this stems from a remark which I made in the last paragraph of decision CU-B 918, which reads as follows:—

> **In concluding, I might say that if in cases of refusal to cross picket lines where no actual violence is displayed, satisfactory evidence is adduced that the workers refrained from doing so on account of a legitimate fear of reprisals against them, their families or material possessions, they are not participating within the meaning of subsection (2) of Section 39 of the Act.**

In singling out this paragraph from the context, the Court of Referees has drawn the conclusion that where fear of "social stigma", loss of union membership and beneficial treatments existed there was a legitimate fear of reprisals within the meaning of the above quoted excerpt from CU-B 918. Obviously, had the Court of Referees carefully read that decision it would not have failed to realize that the word "reprisals" could only refer to reprisals of a physically violent nature inasmuch as in that very decision I held that moral or material considerations of that kind could not be recognized by the law as justification for refraining from crossing a picket line.

The Court, however, went a step further and, on the premise that "where a picket line has been established there is always risk of trouble occurring under provocation", it concluded that the claimants interested in this appeal could be considered as having withdrawn their labour on account of a legitimate fear of violence in one form or another. This line of reasoning was also adopted by labour representatives at the hearing before me.

Although the presence of a picket line constitutes a possibility of violence, the Umpire, as well as the other adjudicating authorities under the Act, cannot assume that, normally, picketing will result in violence. Picketing, when conducted in an orderly manner, is permitted by the law. To assume that normally it would bring

violence is, in effect, tantamount to saying that the legislator sanctions violence and disturbance of the peace.

A worker has a legal right to cross a picket line if he so desires and this right is protected under Section 501 of the Criminal Code, which provides that "everyone is guilty of an offence . . ., who, wrongfully and without lawful authority, with a view to compel any other person to abstain from doing anything which he has a lawful right to do, . . . (a) uses violence to such other person, or his wife or children, or injures his property; or (b) intimidates such other person, or his wife or children by threats of using violence to him, her or any of them, or of injuring his property...."

There is a well-known legal maxim which says that "no one should be heard to set up his own wrong doing" and I cannot help but feel that organized labour places itself in that position when it argues, as it did in this case, that there is an inherent risk of violence in picketing and, therefore, respect of a picket line should not be taken as ground for disqualification under Section 41 of the Act.

Apart from having given to decision CU-B 918 and particularly to the last paragraph thereof a significance which was not intended, the Court of Referees has obviously overlooked a most important requirement of Section 41 of the Act, namely, that in order to obtain relief from disqualification in cases like the present one, a claimant must not only prove that he does not personally participate in the dispute but also that no other worker of his grade or class does so.

It may happen in exceptional circumstances that a claimant succeeds in establishing that he has completely dissociated himself from the dispute, has made a serious attempt to work and was compelled to withdraw his labour on account of a reasonable and *bona fide* fear of reprisals of a physically violent nature. This, however, does not relieve him from the burden of proving that he met also the requirement laid down by the law in relation to his grade and class of workers.

Under Section 41, unemployment insurance benefits are to be granted not indiscriminately to a mass of workers but only to those who are selected one by one and found to possess the necessary qualifications for entitlement thereto.

I might say in the final analysis and aside from any legal considerations, that the chief weakness of the Court's decision is its seeming lack of realistic appraisal of the case. The Court's finding, which in effect is that all the non-striking tradesmen, be they carpenters, millwrights, pipefitters, instrument men, etc., refrained from crossing the peaceful picket lines on account of a genuine fear of violence, can hardly be considered reasonable in the light of all the circumstances of the case. It might be understandable that in isolated cases an individual, or a small group of workers having different ideologies or interests to those of a larger group, may fear reprisals of violence if he or it were to take a step which would tend to jeopardize the interests of the majority, but I cannot conceive in this case that if the carpenters, millwrights, pipefitters and all the other tradesmen had really wanted to dissociate themselves from the fate of the striking workers they would nevertheless have refrained from crossing the picket lines because of a genuine fear of reprisals of violence.

Is it not logical to assume, since they all belong with the painters to unions affiliated to The Trades and Labour Congress, that their action in refraining from crossing the picket lines was prompted entirely by the spirit of brotherhood which bound them? Is it not further logical to assume, as so aptly suggested by the Insurance Officer at the hearing before me and notwithstanding a statement to the contrary made by the business agent of the painters' local that, had they decided to show up for work, the painters, in view of the same spirit, would not have resorted to force? The following article, which is taken from a union publication printed in Windsor and which comments on the decision of the Court of Referees, serves to illustrate my point:—

(*Ford Facts*, August 29, 1953)
Local 200, UAW-CIO

PICKET LINE RESPECTED
PAINTERS WIN UIC RULING

A recent decision handed down by an Unemployment Insurance Court of Referees with reference to claims of workers following a strike at the Hydro Steam Plant favoured the workers of the Painters Union A.F.L. This decision will be of significant importance to the whole labour movement here in Canada and will no doubt be appealed by the Unemployment Insurance Commission.

Previous to the decision, Unemployment Insurance Authorities had disallowed claims from workers who declined to cross a picket line.

Local 200 can well remember this decision when they did respect the office workers picket line. The feeling in Ottawa before this ruling was that a man had to provide proof that his fear of personal violence if he crossed the picket line was genuine before a claim would be paid by the Unemployment Insurance Commission. This decision was an important one and will bear watching by all labour unions here in Canada.

88500—6½

Much significance has been attached to a statement made by claimant Edgar A. Dennison that he had tried to cross the picket line and had been told in no uncertain terms that there would be trouble if he were to do so. I have noted, however, that the same claimant, in a sworn affidavit dated July 10, 1953, which was submitted to the Court of Referees in support of his appeal, stated that the picket line had been established by the painters at his place of employment "for the purpose of notifying the public and all tradesmen that the painters' local was on strike". In any event, even if I were to consider, which I am not prepared to do, that Dennison has proved that his fear of violence was genuine and reasonable, I could not overlook the fact that he has failed to establish that all the other workers of his grade or class had the same fear.

The counsel for the said claimant has argued that a finding of facts by a local Court of Referees is binding on appeal upon the Canadian Umpire. I might say that such a finding is only binding when supported by substantial and competent evidence, which is lacking in this case.

In conclusion, I wish to point out as I did in CU-B 918 that the language and context of Section 41 of the Act cannot be strained to include exemptions equivalent to the exercise of what virtually could become an economic blockade by organized labour.

For all those reasons, the appeal is allowed.

Workmen's Compensation Bulletin Now Available

Amendments were made in 1953 to the Workmen's Compensation Acts of seven provinces, the most significant changes being in Nova Scotia, Ontario, Saskatchewan and in Manitoba, where a general revision of the Act was made following a review by a legislative committee appointed in 1952.

The amendments are described in some detail in the 1953 edition of the Department of Labour publication, *Workmen's Compensation in Canada, A Comparison of Provincial Laws,* which is now available for distribution.

Brought up to date annually, with an introductory section summarizing in some detail changes made by the Legislatures during the current year, the bulletin discusses the principal features of the ten provincial workmen's compensation laws, all of which are of the collective liability type. Under these Acts, the Workmen's Compensation Board collects assessments from the employers covered by the Act (who are grouped in classes and assessed according to the hazard of the industry), forming an Accident Fund out of which compensation and medical aid are paid to injured workmen or their dependants. Thus compensation for accidents is made a charge on employers collectively rather than the liability of the individual employer.

The bulletin deals with the scope and coverage of the laws, their administration by the Workmen's Compensation Boards, the waiting period, medical aid, rehabilitation, accident prevention, accidents occurring outside the province and other matters. Tables facilitate a comparison of the benefits payable in all provinces to workers disabled through an industrial accident or disease or to their dependants in case of death. The occupational diseases for which compensation is payable are also set out in tabular form.

The bulletin also reviews briefly the two federal compensation laws, the Government Employees Compensation Act and the Merchant Seamen Compensation Act. Benefits under the latter Act were raised by Parliament in 1953. Workmen's compensation ordinances of the Yukon and Northwest Territories and certain other legislation making the employer individually liable for the payment of compensation are also noted. In Ontario and Quebec, public corporations and large companies, such as railway, shipping, telegraph and telephone companies, are individually liable to pay compensation.

The bulletin can be obtained for 10 cents a copy from the Publications Division, Department of Labour, Ottawa.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 77 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 57 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production (January Report)	173	$356,796.00
Post Office	11	48,799.34
Public Works	1	5,928.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Deep River Ont: Bedard-Girard Ltd, installation of electrical distribution system. *Goderich Ont:* Nuway Buildings Ltd, construction of houses. *Petawawa Ont:* M Barr Construction Ltd, construction of storm sewer & outlet. *Cold Lake Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of houses.

Defence Construction (1951) Limited

Bedford Basin N S: Horton Steel Works Ltd, construction of tank & tower. *Greenwood N S:* International Water Supply Ltd, construction of well, RCAF Station. *Halifax N S:* Bryant Electric Co Ltd, remodelling electrical sub-station, HMC Dockyard. *Camp Cagetown N B:* H C Greenlaw Ltd, construction of National Employment Service office. *McGivney N B:* Ashfield Construction Co Ltd, extension to existing hydrant system, Magazine area. *Montreal P Q:* Canadian Comstock Co Ltd, installation of outside electrical services, DND (Army), Chabanel St; Otis Elevator Co Ltd, supply & installation of freight elevator, Command Supply Depot. *Nicolet P Q:* Royalmount Construction Co Ltd, construction of residual & other related work to complete Proof Range. *Valcartier P Q:* Union Quarries & Paving Ltd, resurfacing of road, Artillery Proof Experimental Establishment. *Val D'Or P Q:* Northland Construction Co Ltd, installation of complete water supply & sewage systems, RCAF Station. *London Ont:* Sterling Construction Co Ltd, construction of mess & barrack blocks, Wolseley Barracks. *Ottawa Ont:* Lorenzo Contracting Co Ltd, installation of watermains & services, Connaught Ranges. *Comox B C:* Seymour Construction Co Ltd, construction of standard explosive storage accommodation bldg.

Building and Maintenance

McGivney N B: The Steel Co of Canada Ltd, construction of security fence. *Renous N B:* Caldwell Construction Co Ltd, extension to garage bldg, RCN Magazine. *St Hubert P Q:* Cresswell-Pomeroy Ltd, supply & installation of fly screens, RCAF Station. *Clinton Ont:* Ellis-Don Ltd, renovation of OR mess bldg No 10. *Hagersville Ont:* The Hagersville Asphalt Paving Ltd, repairs to road surfaces. *North Bay Ont:* Imperial Metal Weatherstrip Co & Winsco Mfg Ltd, supply & installation of fly screens, RCAF Station. *Toronto Ont:* Design-Craft Ltd, refurbishing, construction & dismantling of booths, Canadian International Trade Fair (1954) CNE Park. *Rivers Man:* Peter Leitch Construction Ltd, rehabilitation of ablution areas, CJATC. *Sea Island B C:* J T Devlin & Co Ltd, interior painting of hangars & leantos.

National Harbours Board

Montreal Harbour P Q: Charles Duranceau Ltee, raising wharf aprons to shed floor levels at sheds 13, 15 and 15 extension; Miron & Freres Ltd, paving the river end of Jacques Cartier pier, section 18. *Vancouver Harbour B C:* The Day Company of Canada Ltd, installation of dust control system at grain elevator No 3.

National Research Council

Ottawa Ont: Sirotek Construction Co, construction of service tunnel to new gate house, Montreal Road Laboratories; Robertson Construction & Engineering Co, construction of extension to hydraulics laboratory, Montreal Road Laboratories; W H Yates Construction Co Ltd, construction of service tunnel, sewer & water lines for several bldgs, Montreal Road Laboratories.

Northern Affairs and National Resources

Between Castlegar B C & Trail B C: Western Water Wells Ltd, drilling work on Columbia River. *Nelson-Fernie District B C:* Western Water Wells Ltd, drilling work on Duncan, Kootenay & Elk Rivers.

Department of Public Works

Portugal Cove Nfld: Concrete Products (Newfoundland) Ltd, wharf improvements & construction of roadway approach. *Charlottetown P E I:* Bruce Stewart & Co Ltd, *renewals & repairs required to Dredge "PWD No 9". *Arisaig N S:* Chisholm Construction Co Ltd, construction of groyne & dredging. *Liverpool N S:* Walker & Hall Ltd, construction of wharf. *Chatham N B:* Miramichi Foundry & Machine Works Ltd, *renewals & repairs required to Dredge "PWD No 12". *Montreal P Q:* George Hardy Ltd, construction of bldg for National Film Board. *Ste Anne de Bellevue P Q:* Dominion Sprinkler Co, installation of automatic sprinkler systems, etc, Nurses' Residence, Ste Anne's Hospital. *St Godefroi P Q:* Andre Lacroix, wharf extension. *Ottawa Ont:* General Equipment & Supplies Co, linoleum flooring, No 5 Temporary Bldg, for Economics & Research Branch, Dept of Labour; George A Crain & Sons Ltd, alterations to No 9 Temporary Bldg, Sussex St; George C Graves Construction Co Ltd, alterations to No 5 Temporary Bldg, Economics & Research Branch, Dept of Labour; Universal Electric, installation of fluorescent lighting, Canadian Bldg. *Toronto Ont:* Richard & B A Ryan Ltd, new partitions, counters, etc, RCAF recruiting office, 27 St Clair Ave East. *Cloverdale B C:* Allan & Viner Construction Ltd, erection of public bldg. *Fraser River B C:* Coast Quarries Ltd, improvements & extension to north arm breakwater. *Ucluelet West B C:* W E Bond, trestle approach to fishermen's floats. *Vancouver B C:* Allied Builders Ltd, *construction & delivery of steel dredge tender to attend portable suction dredge.

Department of Transport

Bonavista Nfld: Tower Co Ltd, prefabrication & erection of dwellings. *Port aux Basques Nfld:* Greenall Bros Ltd, prefabrication & erection of dwellings. *Toronto Ont:* Pullam Construction Co Ltd, construction of rawinsonde tower at Toronto Island Airport (Hanlan's Point). *Baker Lake N W T:* Tower Co Ltd, prefabrication & erection of dwellings. *Fort Smith N W T:* Greenall Bros Ltd, prefabrication & erection of warehouse. *Norman Wells N W T:* Greenall Bros Ltd, prefabrication & erection of dwellings & rawinsonde bldg.

Book Lists Standards Set by Provincial Law

During 1953, protection provided for workers under minimum wage laws increased, particularly in four of Canada's ten provinces, according to the 1953 revision of the bulletin *Provincial Labour Standards*. The book is now ready for distribution.

The four provinces in which important changes were made were Saskatchewan, Quebec, Newfoundland and Nova Scotia. In Saskatchewan, the provincial Minimum Wage Act was expanded to cover the entire province. In the larger centres, the minimum wage is now $26 a week, while the minimum rate for the rest of the province is $24.50 weekly. In Quebec, General Minimum Wage Order 4 was revised to bring about an increase in the minimum rate for workers in the smaller centres. The general minimum rates are now 51, 46, and 41 cents an hour for the three zones in the province. In Newfoundland, the first order under the Minimum Wage Act went into effect and established a minimum rate of 50 cents an hour for male workers 18 years of age and over in all occupations except farming and market gardening. Nova Scotia set a minimum rate of 35 cents an hour for women workers in the fish processing industry.

Other important changes during the year were made in benefits under the provincial Workmen's Compensation Acts. The monthly allowance for widows in Ontario was raised from $50 to $75 and children's allowances went up from $12 to $25. In Manitoba, children's allowances were raised from $12 to $20, and in Nova Scotia, they increased from $15 to $20. For orphans, the allowance is now $30 a month in Manitoba and Nova Scotia, and $35 in Ontario.

Provincial Labour Standards, revised annually by the Legislation Branch of the Department of Labour, contains information on the standards set by various provincial labour laws, including the school-leaving age in the ten provinces, the maximum daily and weekly hours of work, annual paid vacations, statutory holidays, and provisions for a rest-day each week. It can be obtained from the Publications Division, Department of Labour, Ottawa, at ten cents a copy.

Premium Pay Conditions for Plant Workers in Manufacturing

Vast majority of plant workers in Canadian manufacturing industries paid higher than straight-time rates for work outside normal hours; most common rate for work after regular daily hours: time and one-half

The vast majority of plant workers in Canadian manufacturing industries receive higher than straight-time rates when called upon to work outside their normal working hours, according to the annual survey of working conditions conducted by the Economics and Research Branch of the Department of Labour as of April 1, 1953.

The rate most commonly paid for work performed after regular daily hours is time and one-half. This rate is also predominant for week-end work, although a substantial group of employees receive double time for work on Sunday or alternative seventh day. For work required on paid statutory holidays, double time or double time and one-half are commonly paid.

The survey covered 6,385 manufacturing establishments employing 802,377 plant workers. Not all these establishments reported having an overtime policy.

Overtime and Holiday Pay Policies

Nine-tenths of the plants reported their policy as to overtime rates paid after regular daily or weekly hours. Most plants (about two-thirds) also reported a policy for work on Sunday (or alternative seventh day) and for work on paid statutory holidays. Only about half reported a special policy for Saturday work, while less than a quarter reported on rates for "unpaid" holidays.

Overtime During the Week—Although the policy of paying time and one-half rates for overtime after standard daily hours is very widespread, about one-third of the manufacturing establishments having such a policy qualify it by stipulating that the employee receives premium rates only if the total number of hours he works in the week exceeds the weekly standard.

Where premium rates for overtime are payable only after weekly hours have been worked, the wage-earner who works overtime on a given day and takes an equivalent amount of time off during the same week receives only straight-time pay for all hours worked during that week. From an employee's standpoint, therefore, the payment of premium rates after daily hours is to be preferred to payment after weekly hours only. On the other hand, the employer may consider the latter practice to have some value as a check on absenteeism. The payment of premium rates on a basis of daily rather than weekly hours was, in 1953, slightly more common than in 1949, the earliest year for which comparable figures are available.

Ninety-two per cent of the workers in the plants surveyed were eligible for time and one-half after daily or weekly hours. Most of the others received straight-time or were in plants which did not report on overtime policy. It is significant, however, although an overwhelming proportion of workers were eligible for time and one-half, that only 75 per cent of the plants reported having this policy. This would imply that time and one-half predominates in the larger plants but that an appreciable proportion of the smaller plants have a policy less favourable to the workers.

The survey did not seek to ascertain the extent of the practice of paying time and one-half for a specified number of hours and then double time for work performed thereafter; but 342 establishments with 67,000 workers volunteered the information that they followed this policy.

Week-end Work—The survey indicates that in most plants which have the five-day week, work performed on Saturday (or sixth alternative day) is treated for pay purposes on much the same basis as overtime during the week. Thus time and one-half is the rate customarily provided, although a very few plants pay double time. Most of the plants on a 5½ or 6-day week did not report a special policy for Saturday work.

PREMIUM PAY POLICY IN CANADIAN MANUFACTURING, APRIL 1953

Rates in Effect for Work Performed after Regular Hours, on Saturday or Sunday, or on Holidays

(Information Based on Returns from 6,385 Establishments Employing 802,377 Plant Workers)

	Overtime (after daily or weekly hours)		Work on Saturday (or alternative 6th day)		Work on Sunday (or alternative 7th day)		Work on Unpaid Statutory Holidays		Work on Paid Statutory Holidays	
	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees	Establishments	Employees
	%	%	%	%	%	%	%	%	%	%
Straight time	11·5	3·9	6·6	3·9	8·2	4·2	7·3	5·8	7·1	3·3
Time and one-quarter	1·8	·8	·8	·4	·6	·3	·2	*	·4	·2
Time and one-half (1)	75·3	92·2	41·6	66·4	29·7	47·8	10·4	15·9	12·3	12·0
Double time	·3	·1	2·5	1·6	24·4	32·2	4·1	3·9	26·0	35·1
Double time and one-half	·1	·1	·2	·1	·6	·4	·2	·1	16·6	30·4
Triple time	*	*	*	*	·1	·1	*	*	3·1	5·7
Time off in lieu	·1	*	·1	·1	·4	·1	*	*	·7	·8
Other	·6	·2	·3	·1	·3	·1	·1	·1	·5	·4
No overtime policy or no information reported	10·3	2·7	47·9	27·4	35·7	14·8	77·7	74·2	33·3	12·1

* Less than ·1 per cent.
(1) Includes establishments reporting time and one-half for 2 to 4 hours, then double time.

For work on Sunday or alternative seventh day of the week, time and one-half was reported by 30 per cent of the establishments employing almost half the workers in the survey. Double time was reported by one-quarter of the establishments, covering one-third of the workers.

Statutory Holidays—Employers were asked to report their pay policy for two types of statutory holidays. An unpaid statutory holiday is one that is observed by closing of the plant, but for which the employee must forego his usual day's pay. A paid holiday is one on which the employee is not required to work but for which he gains his day's pay just as though he were working a normal day.

The vast majority of establishments give a number of paid holidays but many also observe others for which wages are not paid unless work is performed. For example, 71 per cent of the establishments covered in the survey observe eight or more statutory holidays but only 44 per cent of the establishments pay for eight or more such days. Less than one-quarter of the establishments stated their policy with regard to a situation where an employee is required to work on an unpaid holiday. Where information was given, the most commonly reported rate was time and one-half, with 10 per cent of the establishments employing 16 per cent of the workers having this policy. Thus, while for the majority of workers an unpaid holiday is merely a day when they are deprived of the opportunity of earning a day's pay, those required to work sometimes derive benefit in the form of premium rates from the fact that it is a holiday. In about 7 per cent of the establishments having 6 per cent of the workers, those required to work were eligible for straight-time rates only.

For work on paid statutory holidays, higher than straight-time rates were reported by about 60 per cent of the establishments, which employed 85 per cent of the workers. Double time, or a higher rate, was the practice in about 46 per cent of the plants (more than 70 per cent of the workers) and triple time was reported in a few cases. The basic consideration in any discussion of pay for work on a paid holiday is that a full day's pay is gained by employees who do not report for work. Those who may be required to work, then, and are paid double time, are actually receiving only straight-time for work performed, in addition to the straight-time pay they would have received for the day even if they did not work. Similarly, double time and one-half for work on a paid statutory holiday means time and one-half for work performed, plus the pay which would have been received without being present at work. On the other hand, it would appear that employees who are paid at less than double time for work on a paid holiday are actually receiving less than their regular rate of pay for work performed, since a full day's pay would be gained even if they did not work. However, it may sometimes be the case that even though it is not reported, compensating time off is given in conjunction with straight-time; in such cases the rate for work on a paid statutory holiday may, in effect, be double time although only straight-time is reported.

Premium Pay Practice by Province

There were few major differences among the provinces in regard to premium pay policy of manufacturing establishments. For overtime after daily or weekly hours, and also for work on Saturday or alternative sixth day, the predominant practice in all provinces was time and one-half. For work on Sunday, time and one-half or double time was the practice in the largest proportion of establishments. The proportion of establishments by province (with proportion of employees in these establishments) reporting time and one-half and double time for Sunday work is as follows:—

	Time and One-Half		Double Time	
	Establishments	Workers	Establishments	Workers
	%	%	%	%
Newfoundland	25	74	30	13
Prince Edward Island	..	..	29	49
Nova Scotia	20	40	31	46
New Brunswick	23	50	23	23
Quebec	23	36	27	39
Ontario	34	56	20	27
Manitoba	22	21	24	37
Saskatchewan	41	43	26	38
Alberta	31	33	30	52
British Columbia	38	59	36	32

A large majority of establishments in all provinces did not give information as to pay practice affecting employees required to work on unpaid statutory holidays. In those establishments which gave information, a premium rate of time and one-half or double time was more common than straight-time throughout all provinces.

For work performed on paid statutory holidays, double time was most common in all provinces but Saskatchewan, where double time and one-half predominated.

The incidence of the three most common premium rates for work on paid statutory holidays is shown provincially in the following table:—

	Time and One-Half		Double Time		Double Time and One-Talf	
	Est.	Emp.	Est.	Emp.	Est.	Emp.
	%	%	%	%	%	%
Newfoundland	11	5	18	8	10	49
Prince Edward Island	..	..	36	17	7	18
Nova Scotia	7	4	26	53	3	3
New Brunswick	8	18	27	29	10	28
Quebec	11	13	27	36	11	25
Ontario	12	12	25	35	19	34
Manitoba	15	11	29	42	16	19
Saskatchewan	19	11	10	12	58	73
Alberta	22	19	28	38	13	20
British Columbia	13	13	32	24	19	43

Premium Pay Practice by Industrial Group

Overtime practice among the various industrial subdivisions of manufacturing was time and one-half in the vast majority of cases. Payment for work on Saturday or alternative sixth day was also at time and one-half, although the proportion replying to this part of the question was smaller than to that enquiring about overtime as such. There was a greater incidence of time and one-half for Sunday work than double time in all groups except Tobacco, Printing and Publishing, Iron and Steel, Transportation Equipment and Petroleum Products. The following table shows, for 17 subdivisions of manufacturing, the proportion of establishments (and employees) in which time and one-half and double time were reported for Sunday work:—

	Time and One-Half		Double Time	
	Est.	Emp.	Est.	Emp.
	%	%	%	%
Food and Beverages	28	33	20	39
Tobacco & Tobacco Products	10	2	35	81
Rubber Products	63	74	22	21
Leather Products	17	25	5	5
Textiles (except Clothing)	41	68	15	18
Clothing, Textiles & Fur	16	27	5	10
Wood Products	36	60	12	12
Paper Products	65	87	16	9
Printing, Publishing & Allied Industries	10	9	59	68
Iron and Steel Products	34	45	45	45
Transportation Equipment	24	39	31	53
Non-Ferrous Metal Products	33	56	28	18
Electrical Apparatus & Supplies	45	68	32	27
Non-Metallic Mineral Products	39	64	23	24
Products of Petroleum & Coal	37	21	38	71
Chemical Products	38	54	25	30
Miscellaneous Manufacturing	22	31	20	33

For work on paid statutory holidays, double time was most commonly reported in 15 of the sub-divisions of manufacturing. Only in groups manufacturing textiles and paper products was another overtime rate more common. In these industries double time and one-half was predominant. In the manufacture of electrical apparatus and supplies, an equal number of establishments reported double time and double time and one-half, but the larger number of employees were in establishments reporting the latter rate. Although the largest proportion of establishments in the printing and publishing group (43 per cent) with 44 per cent of the employees gave double time as their reward for work on paid holidays, it is interesting to note that 15 per cent of the establishments in this group with 28 per cent of the employees reported triple time. At the other extreme were 22 per cent of the establishments in the paper products group with one-third of the workers reporting time and one-half for work on paid holidays.

88500—7½

Prices and the Cost of Living*

Consumer Price Index, March 1, 1954

The consumer price index dropped one-fifth of a point between February and March to the lowest point since July 1953 and to the same level as in February last year. It declined from 115·7 to 115·5.

Lower food prices and a slight decline in clothing costs were responsible for the downward movement of the index; they were only partially offset by small advances in prices for shelter, household operation and other commodities and services.

The food index moved from 111·7 to 110·7 as lower prices for all cuts of beef and most fresh vegetables outweighed increases in cured pork, apples, oranges, and a sharp advance in the price of coffee.

The clothing component moved down 0·2 points to 109·8, reflecting small decreases in four of the five sub-group indexes.

A change in the household operation index from 117·5 to 117·6 was largely the result of higher prices for soaps, and laundry and dry-cleaning services.

A similarly small change in other commodities and services from 116·5 to 116·6, followed fractional advances in the automobile operation component as well as street car and bus fares.

The shelter index advanced 0·2 points to 125·6 as a result of an increase in rents.

The index one year earlier (March 2, 1953) was 114·8. Group indexes on that date were: food 111·6, shelter 122·5, clothing 109·7, household operation 116·7, and other commodities and services 115·2.

City Consumer Price Indexes, February 1, 1954

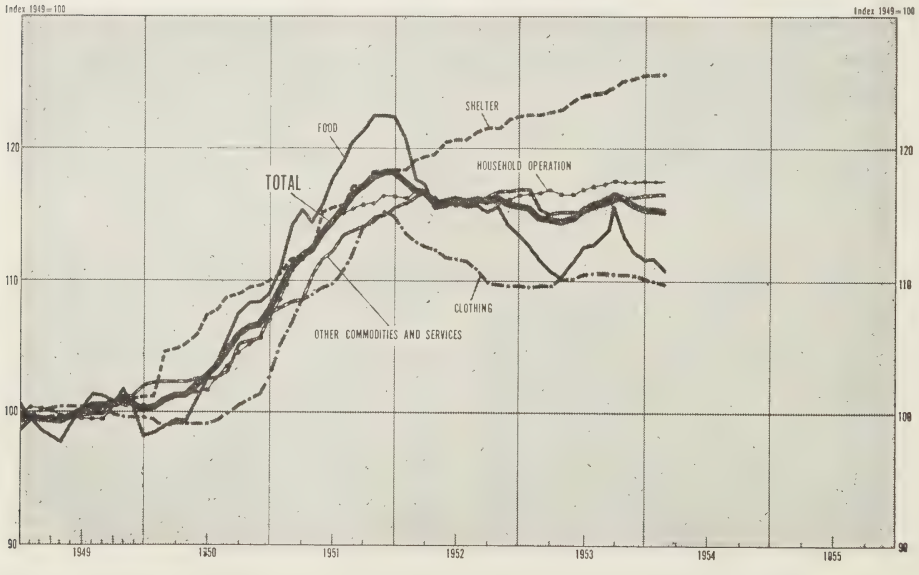
Changes in food prices and rents were mainly responsible for advances in seven of the ten regional consumer price indexes between January 2 and February 1; the indexes for the other three regional cities declined.

Coffee and some meats were higher in all cities while mixed changes were reported for fruits and vegetables. Increased rents were recorded in all cities except St. John's and Vancouver.

Slight decreases for a few cotton items of men's wear and nylon hosiery were reflected in lower clothing indexes in four cities. Household operation series showed no change in six cities and only slight movements in three. Higher fuel wood prices in Vancouver resulted in a more significant advance in that city. Predominant changes recorded in other commodities and services were increases in toilet soap prices, higher hospital rates in five cities and decreases in automobile tire prices.

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



Regional consumer price index point changes between January 2 and February 1 were as follows: Halifax +0·6 to 113·8; Saint John +0·4 to 115·8; Saskatoon-Regina +0·3 to 113·5; Ottawa +0·2 to 115·5; Vancouver +0·2 to 116·4; Montreal +0·1 to 116·8; Winnipeg +0·1 to 115·0; St. John's —0·2 to 102·4†; Toronto —0·1 to 117·6; Edmonton-Calgary —0·1 to 114·3.

Wholesale Prices, February 1954

Canada's general wholesale price index receded 0·4 per cent from 219·8 to 219·0 between mid-January and mid-February, reflecting small declines in seven of the eight major groups. The largest decrease was recorded by non-ferrous metals, which moved down 0·8 per cent to 164·3 in response to lower prices for copper, lead, zinc, gold and silver.

The textile products group, at 233·3 in February, was 0·5 per cent below the January level of 234·5, as increases in raw cotton and domestic raw wool were outweighed by decreases in cotton yarns, cotton fabrics, cotton knit goods, worsted yarns, wool cloth and imported raw wool.

A loss of 0·4 per cent in animal products, from 245·0 in January to 243·9 in February, was attributable to decreases in livestock, fresh meats, fowl, raw furs, milk products, hides and fishery products; eggs, cured meats, and lard and tallow were the only sub-groups to show increases in this interval.

Wood products declined 0·4 per cent from 284·5 to 283·4 as lower prices for newsprint, woodpulp, spruce and hemlock lumber more than offset advances in fir and cedar lumber. The vegetable products index eased 0·3 per cent from 201·3 in January to 200·6 in February when lower prices for wheat, flour, vegetable oils, cocoa butter and raw rubber outweighed increases in livestock feeds, fresh and dried fruits, potatoes and green coffee beans.

Iron products, at 215·9, was 0·1 per cent below the January level, largely in response to price decreases in pig iron and cast iron scrap which overbalanced a small advance in hardware. Mixed price tendencies in rolling-mill products reflected lower base prices and revisions of size extras.

Price declines in fertilizers and certain inorganic chemicals lowered the chemical products index 0·1 per cent to 175·3 in February.

Non-metallic minerals, the only group to register a gain between January and February, advanced 0·1 per cent from 179·3 to 179·4 as increases in hollow building tile and hydrated lime proved more influential than declines in lubricating oil, imported crude oil and sulphur.

The composite index of Canadian farm product prices at terminal markets receded 0·3 per cent to 208·8 from the January level of 209·4. Animal products accounted for the change as livestock, mainly steers and lambs, fowl and eastern milk for cheese manufacture registered losses. These outweighed advances in eggs, hogs and eastern wool and moved the animal series down 0·6 per cent to 264·7. Field products rose 0·3 per cent to 152·9, increases in potatoes and grains proving of more importance than a decline in Ontario hay.

The residential building materials index declined 0·2 per cent from 277·3 to 276·7, reflecting price decreases for lumber, electrical equipment, copper pipe and galvanized sheets. An advance in roofing materials resulted from slightly higher prices for cedar shingles. Decreases in structural lumber, copper pipe, electrical outlet boxes, certain steel items and gypsum lath combined to outweigh increases in building tile and hardware and the non-residential building materials index dropped 0·1 per cent from 123·2 to 123·1.

Family Food Expenditure Slightly Higher in Second Half of 1953

Family food expenditure in the census metropolitan areas of Halifax, Montreal, Toronto, Winnipeg and Vancouver, taken together, was only slightly higher in the second than in the first half of 1953, according to the Dominion Bureau of Statistics. Average expenditure for the five cities combined was $6.83 per person per week for the second half, $6.78 for the first half of the year.

The figures result from the Bureau's continuing sample survey of urban food expenditures. The survey is restricted to families of two adults, two adults and one to four children, three adults, three adults and one child, and four adults; and to families with an annual income between $1,800 and $6,500.

†Index on base June 1951=100.

Strikes and Lockouts

Canada, February 1954*

Fewer workers were involved and less time was lost in work stoppages during February than in any month since May 1953. More than 90 per cent of the idleness in February was caused by disputes in the gold and copper mining industry in northern Ontario and Quebec that began in 1953. All strikes in this industry were terminated by the end of the month.

Wages and related benefits were the central issues in 14 of the 17 stoppages in existence during February, causing nearly all the idleness. Of the other disputes, two arose over causes affecting working conditions and one over dismissal of workers.

Preliminary figures for February 1954 show 17 strikes and lockouts in existence, involving 4,631 workers, with a time loss of 52,270 man-working days, compared with 24 strikes and lockouts in January 1954, with 10,619 workers involved and a loss of 156,969 days. In February 1953 there were 19 strikes and lockouts, 3,757 workers involved and a loss of 23,777 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in February 1954 was 0·06 per cent of the estimated working time; January 1954, 0·19 per cent; February 1953, 0·03 per cent; the first two months of 1954, 0·12 per cent; and the first two months of 1953, 0·03 per cent.

Of the 17 disputes during February 1954, two were settled in favour of the employers, eight were compromise settlements and one was indefinite in result, work being resumed pending final settlement. At the end of the month six stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in December 1953 was 122 and 18 were still in progress from the previous month, making a total of 140 during the month. In all stoppages of work in progress, 1,080,500 workers were involved and a time loss of 1,115,000 days caused.

Of the 122 disputes leading to stoppages of work which began in December, seven, directly involving 1,060,300 workers, arose over demands for advances in wages, and 36, directly involving 3,600 workers, over other wage questions; three, directly involving 2,000 workers, over questions as to working hours; 20, directly involving 5,300 workers, over questions respecting the employment of particular classes or persons; and 56, directly involving 5,400 workers, over other questions respecting working arrangements.

Australia

The *Monthly Bulletin of Employment Statistics* of Australia reported a total of 382 work stoppages resulting from industrial disputes during the third quarter of 1953, involving 176,924 workers, with a time loss of 359,597 days.

United States

Preliminary figures for January 1954 show 250 work stoppages resulting from labour-management disputes beginning in the month, in which 80,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,000,000 man-days. Corresponding figures for December 1953 were 200 stoppages involving 80,000 workers and a loss of 1,400,000 days.

*See Tables G-1 and G-2 at end of book.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week ended January 23, 1954			Week ended December 12, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population	10,129	5,044	5,085	10,115	5,040	5,075
A. Civilian labour force	5,242	4,056	1,186	5,275	4,082	1,193
Persons at work	4,823	3,680	1,143	4,972	3,818	1,154
35 hours or more	4,465	3,471	994	4,550	3,567	983
Less than 35 hours	358	209	149	422	251	171
Usually work 35 hours or more	172	143	29	236	181	55
(a) laid off for part of the week	11	*	*	13	10	*
(b) on short time	54	42	12	52	41	11
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	42	41	*	30	30	*
(f) illness	28	19	*	25	19	*
(g) industrial dispute	*	*	*	*	*	*
(h) vacation	*	*	*	15	*	*
(i) other	28	25	*	94	68	26
Usually work less than 35 hours	186	66	120	186	70	116
Persons with jobs not at work	139	121	18	113	91	22
Usually work 35 hours or more	135	117	18	110	89	21
(a) laid off for full week	23	21	*	25	20	*
(b) bad weather	24	24	*	*	*	*
(c) illness	55	45	10	52	41	11
(d) industrial dispute	*	*	*	*	*	*
(e) vacation	14	10	*	*	*	*
(f) other	13	11	*	12	10	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work (1)	280	255	25	190	173	17
B. Persons not in the labour force	4,887	988	3,899	4,840	958	3,882
(a) permanently unable or too old to work	177	119	58	174	116	58
(b) keeping house	3,388	*	3,383	3,386	*	3,383
(c) going to school	682	359	323	663	354	309
(d) retired or voluntarily idle	617	491	126	599	472	127
(e) other	23	14	*	18	13	*

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week ended January 23, 1954			Week ended December 12, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work	296	269	27	205	181	24
Without jobs	280	257	23	190	170	20
Under 1 month	83	.....	.....	80	.....	.....
1— 3 months	151	.....	.....	82	.....	.....
4— 6 months	33	.....	.....	19	.....	.....
7—12 months	*	.....	.....	*	.....	.....
13—18 months	*	.....	.....	*	.....	.....
19—and over	*	.....	.....	*	.....	.....
Worked	16	12	*	15	11	*
1—14 hours	*	*	*	*	*	*
15—34 hours	*	*	*	10	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED JANUARY 23, 1954

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,242	90	394	1,522	1,926	892	418
Agricultural	764	*	40	193	205	309	17
Non-Agricultural	4,478	90	354	1,329	1,721	583	401
Males	4,056	72	318	1,162	1,454	728	322
Agricultural	740	*	37	191	195	301	16
Non-Agricultural	3,316	72	281	971	1,259	427	306
Females	1,186	18	76	360	472	164	96
Agricultural	24	*	*	*	10	*	*
Non-Agricultural	1,162	18	73	358	462	156	95
All ages	5,242	90	394	1,522	1,926	892	418
14—19 years	501	12	37	185	160	79	28
20—24 years	700	15	49	235	239	116	46
25—44 years	2,438	40	176	708	894	413	207
45—64 years	1,399	21	107	358	545	246	122
65 years and over	204	2	25	36	88	38	15
Persons with Jobs							
All status groups	4,962	83	362	1,425	1,845	859	388
Males	3,801	66	288	1,074	1,380	698	295
Females	1,161	17	74	351	465	161	93
Agricultural	755	*	39	191	202	307	16
Non-Agricultural	4,207	83	323	1,234	1,643	552	372
Paid Workers	3,782	70	268	1,114	1,502	493	335
Males	2,719	54	204	791	1,073	349	248
Females	1,063	16	64	323	429	144	87
Persons Without Jobs and Seeking Work							
Both Sexes	280	*	32	97	81	33	30
Persons not in the Labour Force							
Both Sexes	4,887	150	458	1,332	1,554	936	457
Males	988	51	99	245	264	212	117
Females	3,899	99	359	1,087	1,290	724	340

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1953—Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954—January	250	1,541	4,493	1,052	744	8,080	3,116

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1953—Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954—January	685	372	86	169	808	461	29	1,086	570	55	4,321

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

——	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
[1] 1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	70	270	52	208	178	28	806
1952—Average	76	299	62	230	197	31	895
1953—Average	73	326	70	251	218	33	971
1951—July	71	273	55	212	179	30	820
August	72	277	60	214	180	29	832
September	76	282	61	217	182	29	847
October	81	280	60	219	188	30	858
November	83	280	60	223	191	30	867
December	81	286	52	222	188	29	858
1952—January	79	279	49	215	188	29	839
February	80	284	47	216	193	29	849
March	74	290	48	218	193	29	852
April	63	291	53	222	193	30	852
May	69	292	60	227	197	30	875
June	71	292	61	231	200	30	885
July	71	294	70	234	201	31	901
August	78	304	75	234	197	31	919
September	80	312	74	236	198	31	931
October	82	314	77	239	202	32	946
November	83	318	75	242	202	32	952
December	76	322	62	245	205	32	942
1953—January	71	317	58	247*	203	32	928
February	69	322	56	235	207	31	920
March	61	325	57	236	213	32	924
April	61	326	63	253*	213	33	949
May	69	328	72	249	219	32	969
June	75	328	72	253	218	33	979
July	77	325	76	255	219	34	986
August	80	328	81	256	215	33	993
September	81	333	82	258	224	34	1,012
October	78	328	83	259	227	34	1,009
November	77	324	76	258	227	33	995
December	72	330	69	257	228	33	989

[1] Includes Newfoundland, since 1949. * Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employees having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,474,050.

Year and Month	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	95·7	.....	93·3	92·1	104·3	97·8	94·7	93·6	97·2	88·1	97·1
1948—Average	99·7	.....	102·6	99·6	105·2	101·2	98·9	97·2	99·5	93·7	101·3
1949—Average	100·0	.....	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1950—Average	101·5	.....	110·3	95·6	102·6	100·5	102·7	100·8	100·8	104·5	100·8
1951—Average	108·8	111·7	112·6	100·3	109·0	109·2	110·4	103·9	106·0	112·4	106·1
1952—Average	111·6	130·2	123·2	104·0	109·5	113·4	112·0	106·0	111·4	120·8	106·7
1953—Average	113·4	140·9	116·4	101·2	101·4	112·8	114·7	107·2	116·0	128·5	108·4
Jan. 1, 1952	109·4	112·3	111·6	100·1	115·2	111·3	109·9	103·8	108·9	114·3	104·0
Jan. 1, 1953	113·0	132·4	116·7	99·3	107·8	113·8	114·5	106·7	113·5	125·7	106·4
Feb. 1, 1953	110·3	125·3	110·8	101·0	100·6	110·6	113·1	104·0	106·2	121·6	101·0
Mar. 1, 1953	110·0	117·8	103·7	97·9	98·6	109·7	112·9	102·5	105·7	122·7	102·1
Apr. 1, 1953	110·0	122·4	104·0	96·9	96·6	108·3	113·2	102·9	105·7	121·6	104·6
May 1, 1953	110·9	133·6	108·3	97·4	94·8	109·1	113·4	104·8	109·2	123·6	106·5
June 1, 1953	112·4	144·1	118·8	100·7	99·6	111·8	113·7	106·7	115·1	127·7	108·1
July 1, 1953	114·9	154·7	119·6	103·9	100·4	113·7	115·7	109·3	119·7	131·3	111·6
Aug. 1, 1953	115·6	156·6	124·6	104·2	105·4	114·0	115·4	110·5	123·3	135·2	114·2
Sept. 1, 1953	116·6	156·0	124·7	104·0	107·1	115·6	116·5	111·1	123·3	135·6	114·7
Oct. 1, 1953	116·9	157·4	119·8	104·7	102·2	116·2	117·1	110·5	123·9	135·0	114·6
Nov. 1, 1953	115·9	149·8	125·2	103·9	101·9	116·3	116·3	108·7	124·1	132·4	110·2
Dec. 1, 1953	114·1	141·2	121·1	100·2	102·3	114·6	114·8	108·8	122·7	130·1	107·1
Jan. 1, 1954	110·2	125·4	105·8	97·8	99·4	108·9	112·6	104·8	115·9	124·7	103·7
Percentage Distribution of Employees of Reporting Establishments at January 1, 1954.	100·0	1·5	0·2	3·4	2·4	28·4	42·9	5·1	2·4	5·0	8·7

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1947—Average	95·7	80·7	84·2	36.19	97·2	80·4	92·6	36.34
1948—Average	99·7	93·2	93·2	40.06	100·1	92·6	92·5	40.67
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	139·7	126·0	54.13	109·3	140·3	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
Jan. 1, 1952	109·4	128·0	117·4	50.42	104·4	123·2	117·9	51.82
Jan. 1, 1953	113·0	141·6	125·3	53.81	111·4	139·1	124·9	54.92
Feb. 1, 1953	110·3	145·6	132·0	56.72	111·9	149·7	133·8	58.82
Mar. 1, 1953	110·0	147·0	133·6	57.40	112·7	151·9	134·8	59.25
Apr. 1, 1953	110·0	146·7	133·4	57.33	112·9	152·6	135·2	59.43
May 1, 1953	110·9	148·2	133·9	57.52	113·1	152·9	135·2	59.43
June 1, 1953	112·4	151·5	134·4	57.72	113·4	154·0	135·2	59.43
July 1, 1953	114·9	154·5	134·0	57.57	114·7	155·0	134·5	59.16
Aug. 1, 1953	115·6	155·3	133·9	57.52	114·4	153·9	134·0	58.93
Sept. 1, 1953	116·6	157·0	134·1	57.61	115·6	155·4	133·8	58.83
Oct. 1, 1953	116·9	158·7	135·3	58.11	115·2	157·1	135·8	59.69
Nov. 1, 1953	115·9	157·4	135·3	58.14	113·1	155·0	136·4	59.98
Dec. 1, 1953	114·1	154·9	135·3	58.13	110·9	152·8	137·1	60.29
Jan. 1, 1954	110·2	145·9	131·9	56.67	108·3	144·5	132·8	58.39

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industries	Index Numbers (1949 = 100)						Average Weekly Wages and Salaries, in Dollars		
	EMPLOYMENT			PAYROLLS					
	Jan. 1 1954	Dec. 1 1953	Jan. 1 1953	Jan. 1 1954	Dec. 1 1953	Jan. 1 1953	Jan. 1 1954	Dec. 1 1953	Jan. 1 1953
(a) PROVINCES									
Newfoundland	125·4	141·2	132·4	173·6	205·1	175·1	51.97	54.54	49.64
Prince Edward Island	105·8	121·1	116·7	135·0	157·5	147·3	42.98	43.84	42.85
Nova Scotia	97·8	100·2	99·3	126·2	132·0	128·0	48.25	49.26	46.43
New Brunswick	99·4	102·3	107·8	128·2	131·9	134·1	48.80	48.80	47.57
Quebec	108·9	114·6	113·8	143·5	155·2	142·6	54.12	55.62	51.75
Ontario	112·6	114·8	114•5	149·6	156·3	142·4	58.79	60.28	55.35
Manitoba	104·8	108·8	106·7	134·5	140·7	131·2	54.64	55.03	52.52
Saskatchewan	115·9	122·7	113·5	154·2	162·0	142·7	55.12	54.71	52.30
Alberta	124·7	130·1	125·7	162·4	174·9	155·1	57.83	59.71	55.10
British Columbia	103·7	107·1	106·4	141·0	152·2	136·2	62.03	64.85	58.50
CANADA	**110·2**	**114·1**	**113·0**	**145·9**	**154·9**	**141·6**	**56.67**	**58.13**	**53.81**
(b) METROPOLITAN AREAS									
St. John's	109·6	118·7	115·6	138·6	156·7	141·0	40.76	42.52	39.24
Sydney	97·7	98·6	105·7	124·0	133·5	132·7	59.58	63.55	58.90
Halifax	115·1	119·1	120·0	147·8	154·4	145·4	45.70	46.15	43.02
Saint John	107·1	100·4	110·2	133·3	127·5	128·7	44.67	45.56	41.96
Quebec	107·6	112·3	108·8	139·1	152·9	134·6	45.89	48.33	44.30
Sherbrooke	100·6	101·0	108·4	123·5	134·6	128·2	44.28	48.08	42.42
Three Rivers	98·1	104·2	97·4	125·2	136·9	119·4	52.48	53.97	50.46
Drummondville	70·9	73·1	88·9	97·0	96·4	114·2	53.19	51.22	50.01
Montreal	111·3	115·0	113·2	145·2	156·0	139·7	54.46	56.67	51.85
Ottawa—Hull	109·2	110·6	111·4	142·9	146·1	135·2	51.15	51.88	47.62
Peterborough	101·7	102·5	98·3	140·6	142·1	122·1	61.97	62.14	55.63
Oshawa	155·9	118·2	142·8	201·0	143·2	156·9	65.68	61.70	56.04
Niagara Falls	158·5	161·3	154·5	220·4	245·4	211·6	63.44	69.40	62.30
St. Catharines	112·4	117·0	124·7	149·8	156·8	153·4	65.58	65.96	60.84
Toronto	121·1	123·4	119·0	163·7	170·1	149·4	59.84	61.00	55.90
Hamilton	108·2	110·8	111·4	140·1	149·3	137·5	60.07	62.51	57.61
Brantford	78·6	79·7	98·4	100·3	103·4	122·2	55.91	56.84	54.33
Galt	104·8	107·3	110·1	141·8	149·0	137·7	53.19	54.55	49.06
Kitchener	102·7	110·9	106·6	131·0	149·6	133·6	51.87	54.89	50.91
Sudbury	137·7	138·9	133·5	183·3	186·3	173·0	71.25	71.80	69.28
London	110·9	113·1	113·0	147·1	153·4	144·7	53.83	55.05	52.04
Sarnia	114·9	119·2	124·0	166·0	181·0	157·3	70.22	73.84	61.90
Windsor	107·7	104·5	111·0	137·2	142·7	128·2	64.15	68.83	58.61
Sault Ste. Marie	123·3	131·1	134·8	160·2	169·8	173·5	66.22	66.02	65.76
Ft. William—Pt. Arthur	115·9	120·2	114·9	151·7	160·7	141·9	58.99	60.18	57.23
Winnipeg	101·8	106·2	105·1	133·1	139·4	132·9	51.92	52.12	49.49
Regina	115·5	119·2	116·0	159·0	160·5	146·5	52.67	51.50	48.61
Saskatoon	116·8	125·6	114·7	159·7	172·8	146·1	51.04	51.34	47.63
Edmonton	140·3	148·4	142·2	187·3	206·3	179·9	54.40	56.64	51.67
Calgary	129·0	133·1	126·0	169·1	180·1	158·8	55.17	56.93	52.76
Vancouver	102·0	103·1	103·5	138·0	141·2	131·0	59.27	59.99	55.51
Victoria	113·5	113·5	110·9	150·6	158·0	141·9	55.17	57.90	53.90
(c) INDUSTRIES									
Forestry (chiefly logging)	109·1	124·6	129·5	162·8	186·1	187·6	59.56	59.58	57.59
Mining	103·6	105·1	114·9	137·3	147·4	146·0	68.12	72.01	65.46
Manufacturing	108·3	110·9	111·4	144·5	152·8	139·1	58.39	60.29	54.93
Durable Goods[1]	118·9	120·0	121·8	158·2	166·3	152·2	62.50	65.06	58.84
Non-Durable Goods	99·1	103·1	102·1	130·9	139·5	126·7	54.14	55.49	50.83
Construction	106·3	122·7	111·3	143·0	183·2	135·3	55.68	61.81	51.51
Transportation, storage, communication	108·4	111·5	108·9	138·6	142·4	134·9	61.40	61.31	59.58
Public utility operation	111·8	113·2	108·2	156·6	158·1	143·4	66.96	66.76	63.45
Trade	119·5	120·3	120·4	159·0	157·0	150·9	49.22	48.27	46.29
Finance, insurance and real estate	123·8	123·7	123·1	154·6	153·8	145·6	52.72	52.50	50.06
Service[2]	106·6	108·4	106·1	139·5	143·0	126·2	37.79	38.11	34.83
Industrial composite	110·2	114·1	113·0	145·9	154·9	141·6	56.67	58.13	53.81

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41·6	139·8	58.16	41·3	117·4	48.49
1953—Average	41·3	135·8	56.09	41·6	147·1	61.19	40·9	122·9	50.27
*Jan. 1, 1952	38·1	127·1	48.43	38·3	136·4	52.24	37·9	116·8	44.27
*Jan. 1, 1953	38·3	134·0	51.32	38·5	144·5	55.63	38·2	121·8	46.53
Feb. 1, 1953	41·9	134·2	56.23	41·9	145·7	61.05	41·8	120·8	50.49
Mar. 1, 1953	42·1	134·4	56.58	42·4	146·3	62.03	41·7	120·7	50.33
Apr. 1, 1953	42·1	134·9	56.79	42·3	146·7	62.05	41·8	121·3	50.70
May 1, 1953	41·8	135·5	56.64	42·2	146·8	61.95	41·5	122·4	50.80
June 1, 1953	41·7	135·9	56.67	42·1	146·8	61.80	41·3	123·1	50.84
July 1, 1953	41·3	136·2	56.25	41·9	147·0	61.59	40·8	123·5	50.39
Aug. 1, 1953	41·0	136·0	55.76	41·4	147·1	60·90	40·6	123·4	50.10
Sept. 1, 1953	41·0	135·7	55.64	41·3	147·3	60.83	40·6	123·0	50.18
Oct. 1, 1953	41·5	136·6	56.69	41·9	148·5	62.22	41·1	123·7	50.84
Nov. 1, 1953	41·4	137·4	56.88	41·7	148·8	62.05	41·0	124·8	51.17
Dec. 1, 1953	41·2	138·4	57.02	41·7	149·5	62.34	40·7	126·1	51.32
*Jan. 1, 1954	38·6	140·4	54.19	39·2	150·1	58.84	37·9	129·0	48.89

*The averages at these dates were effected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1954	Dec. 1, 1953	Jan. 1, 1953	Jan. 1, 1954	Dec. 1, 1953	Jan. 1, 1953
Newfoundland	40·1	41·2	41·0	144·4	132·5	134·2
Nova Scotia	39·0	41·3	38·5	125·4	121·6	120·0
New Brunswick	38·5	41·9	39·2	125·9	122·4	118·6
Quebec	39·3	42·6	40·0	126·9	125·5	120·6
Ontario	38·5	40·8	37·6	147·2	145·4	141·1
Manitoba	38·1	40·1	38·3	136·1	134·4	131·1
Saskatchewan	40·0	41·1	39·9	141·7	140·9	134·1
Alberta	38·4	41·1	38·4	144·1	142·9	137·7
British Columbia	36·1	38·1	34·9	168·9	167·3	164·0
Montreal	38·0	41·8	38·7	132·5	131·5	126·7
Toronto	38·8	41·0	37·6	146·2	145·3	139·8
Hamilton	37·5	39·9	36·9	159·2	158·1	155·9
Windsor	37·1	41·1	33·2	166·9	169·4	161·5
Winnipeg	37·8	39·7	38·1	134·5	132·5	129·9
Vancouver	35·6	37·7	34·2	164·0	164·3	158·9

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1954	Dec. 1 1953	Jan. 1 1953	Jan. 1 1954	Dec. 1 1953	Jan. 1 1953	Jan. 1 1954	Dec. 1 1953	Jan. 1 1953
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	**40·6**	**43·9**	**40·6**	**158·2**	**157·3**	**153·4**	**64.23**	**69.05**	**62.28**
Metal mining	42·2	45·1	42·2	162·2	161·2	154·6	68.45	72.70	65.24
Gold	43·1	46·7	43·3	134·1	133·9	131·9	57.80	62.53	57.11
Other metal	41·9	44·3	41·4	175·9	175·4	169·6	73.70	77.70	70.21
Fuels	38·4	42·2	38·5	156·3	157·0	155·0	60.02	66.25	59.68
Coal	36·9	41·6	37·3	151·7	153·8	152·3	55.98	63.98	56.81
Oil and natural gas	43·8	44·2	43·5	170·6	167·0	165·0	74.72	73.81	71.78
Non-metal	39·1	43·5	39·0	146·1	143·3	143·5	57.13	62.34	55.97
Manufacturing	**38·6**	**41·2**	**38·3**	**140·4**	**138·4**	**134·0**	**54.19**	**57.02**	**51.32**
Food and beverages	38·8	41·7	39·2	122·7	118·5	116·5	47.61	49.41	45.67
Meat products	39·5	40·2	40·1	148·9	147·8	144·4	58.82	59.42	57.90
Canned and preserved fruits and vegetables	34·6	39·3	33·7	105·3	98·1	101·3	36.43	38.55	34.14
Grain mill products	39·3	42·8	37·6	131·6	131·8	121·2	51.72	56.41	45.57
Bread and other bakery products	43·0	43·5	43·6	107·8	105·9	100·6	46.35	46.07	43.86
Distilled and malt liquors	39·4	41·4	39·7	153·4	149·8	140·7	60.44	62.02	55.86
Tobacco and tobacco products	37·0	39·7	32·5	128·8	130·6	119·7	47.66	51.85	38.90
Rubber products	37·2	40·2	38·3	147·0	145·1	138·6	54.68	58.33	53.08
Leather products	35·9	39·2	36·3	99·0	98·4	95·5	35.54	38.57	34.67
Boots and shoes (except rubber)	34·4	38·0	35·0	94·9	94·5	91·2	32.65	35.91	31.92
Textile products (except clothing)	37·1	40·5	38·8	109·2	108·5	106·7	40.51	43.94	41.40
Cotton yarn and broad woven goods	33·4	37·1	36·8	111·1	110·9	109·8	37.11	41.14	40.41
Woollen goods	38·1	41·6	40·8	103·8	103·4	102·5	39.55	43.01	41.82
Synthetic textiles and silk	40·1	44·1	42·2	113·2	111·6	108·5	45.39	49.22	45.79
Clothing (textile and fur)	32·3	37·2	32·6	98·0	96·6	92·6	31.65	35.94	30.19
Men's clothing	32·1	36·3	32·4	96·8	95·8	91·8	31.07	34.78	29.74
Women's clothing	29·5	34·9	29·2	102·3	99·5	95·9	30.18	34.73	28.00
Knit goods	34·9	39·9	35·0	97·6	97·2	92·1	34.06	38.78	32.24
*Wood products	38·1	42·2	36·7	124·1	123·0	119·4	47.28	51.91	43.82
Saw and planing mills	36·9	41·2	35·5	134·0	131·6	129·5	49.45	54.22	45.97
Furniture	39·7	43·9	38·8	111·9	112·4	106·3	44.42	49.34	41.24
Other wood products	40·2	43·2	38·4	108·7	108·5	101·9	43.70	46.87	39.13
Paper products	41·4	43·2	42·0	157·8	155·0	147·9	65.33	66.96	62.12
Pulp and paper mills	42·3	43·4	43·2	169·6	166·9	157·8	71.74	72.43	68.17
Other paper products	38·8	42·5	38·4	121·4	121·0	115·5	47.10	51.43	44.35
Printing publishing and allied industries	39·2	40·4	37·8	160·8	161·7	152·1	63.03	65.33	57.49
*Iron and steel products	39·0	41·5	38·3	155·3	155·1	149·5	60.57	64.37	57.26
Agricultural implements	38·3	38·9	37·1	164·5	161·3	160·0	63.00	62.75	59.36
Fabricated and structural steel	37·7	41·4	35·3	162·1	163·9	153·7	61.11	67.85	54.26
Hardware and tools	40·3	42·0	40·2	141·1	141·1	132·7	56.86	59.26	53.35
Heating and cooking appliances	37·4	41·8	37·1	135·9	136·3	130·6	50.83	56.97	48.45
Iron castings	38·1	42·6	36·3	153·7	154·3	145·5	58.56	65.73	52.82
Machinery manufacturing	39·9	43·0	40·1	149·4	150·2	140·6	59.61	64.59	56.38
Primary iron and steel	39·6	40·1	39·7	170·7	170·2	168·0	67.60	68.25	66.70
Sheet metal products	37·9	41·4	35·8	144·7	145·8	138·7	54.84	60.36	49.65
*Transportation equipment	39·5	41·4	38·4	158·5	159·2	153·2	62.61	65.91	58.83
Aircraft and parts	41·2	43·6	43·5	161·5	162·9	153·9	66.54	71.02	66.95
Motor vehicles	38·6	39·1	31·7	169·5	173·3	163·6	65.43	67.76	51.86
Motor vehicle parts and accessories	37·7	39·4	36·6	159·1	159·0	154·1	59.98	62.65	56.40
Railroad and rolling stock equipment	38·7	40·1	39·1	157·4	157·9	154·2	60.91	63.32	60.29
Shipbuilding and repairing	40·5	43·6	39·4	146·1	148·5	142·7	59.17	64.75	56.22
*Non-ferrous metal products	40·3	41·3	40·1	158·4	156·9	150·3	63.84	64.80	60.27
Aluminum products	38·7	41·3	38·9	146·4	146·1	138·8	56.66	60.34	53.99
Brass and copper products	40·3	42·5	39·6	145·1	145·9	138·6	58.48	62.01	54.89
Smelting and refining	41·2	40·9	41·5	173·3	171·3	163·6	71.40	70.06	67.89
*Electrical apparatus and supplies	39·0	41·6	39·1	145·6	145·9	140·6	56.78	60.69	54.97
Heavy electrical machinery and equipment	39·9	41·3	39·7	162·0	160·8	157·5	64.64	66.41	62.53
*Non-metallic mineral products	40·7	43·9	40·6	138·8	137·1	132·7	56.49	60.19	53.88
Clay products	42·1	45·2	41·9	130·6	127·9	123·2	54.98	57.81	51.62
Glass and glass products	40·5	44·6	42·6	135·7	132·8	128·1	54.96	59.23	54.57
Products of petroleum and coal	41·0	42·7	41·9	185·1	186·1	178·2	75.89	79.46	74.67
Chemical products	41·2	41·8	40·8	141·0	140·5	136·0	58.09	58.73	55.49
Medicinal and pharmaceutical preparations	41·0	41·2	39·9	116·4	116·5	108·3	47.72	48.00	43.21
Acids, alkalis and salts	41·0	41·6	40·6	160·3	159·6	161·0	65.72	66.39	65.37
Miscellaneous manufacturing industries	39·6	42·1	38·6	115·3	113·8	107·4	45.66	47.91	41.46
*Durable goods	39·2	41·7	38·5	150·1	149·5	144·5	58.84	62.34	55.63
Non-durable goods	37·9	40·7	38·2	129·0	126·1	121·8	48.89	51.32	46.53
Construction	35·4	41·6	34·7r	148·2	147·3	137·5r	52.46	61.28	47.71r
Buildings and structures	33·9	40·8	33·0	163·9	161·3	150·0	55.56	65.81	49.50
Highways, bridges and streets	37·8	40·6	37·8r	115·5	115·3	109·9r	43.66	46.81	41.54r
Electric and motor transportation	44·8	45·0	44·2	137·8	136·2	133·5	61.73	61.29	59.01
Service	40·7	41·6	41·4	82·0	81·4	76·3	33.37	33.86	31.59
Hotels and restaurants	41·6	42·2	42·7	82·2	81·6	75·9	34.20	34.44	32.41
Laundries and dry cleaning plants	39·4	41·2	39·0	77·4	76·9	73·2	30.50	31.68	28.55

* Durable manufactured goods industries. r—Revised.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average RealWeekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.74	73·7	75·0	98·3
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Week Preceding:						
January 1, 1953	42·2*	134·0	56.55	135·6	115·7	117·2
February 1, 1953	41·9	134·2	56.23	134·8	115·5	116·7
March 1, 1953	42·1	134·4	56.58	135·7	114·8	118·2
April 1, 1953	42·1	134·9	56.79	136·2	114·6	118·8
May 1, 1953	41·8	135·5	56.64	135·8	114·4	118·7
June 1, 1953	41·7	135·9	56.67	135·9	114·9	118·3
July 1, 1953	41·3	136·2	56.25	134·9	115·4	116·9
August 1, 1953	41·0	136·0	55.76	133·7	115·7	115·6
September 1, 1953	41·0	135·7	55.64	133·4	116·2	114·8
October 1, 1953	41·5	136·6	56.69	135·9	116·7	116·5
November 1, 1953	41·4	137·4	56.88	136·4	116·2	117·4
December 1, 1953	41·2	138·4	57.02	136·7	115·8	118·0
January 1, 1954 (1)	41·3*	140·4	57.99	139·0	115·7	120·1

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38·3 hours, $51.32, January 1, 1954, 38·6 hours $54.19.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1948	16,416	15,784	32,200	155,249	45,105	200,354
March 1, 1949	10,187	13,544	23,731	209,866	51,898	261,764
March 1, 1950	9,614	11,429	21,043	300,352	75,646	375,998
March 1, 1951	24,550	13,118	37,668	232,385	64,312	296,697
March 1, 1952	15,129	10,209	25,338	285,454	85,487	370,941
March 1, 1953	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953	19,382	17,772	37,154	111,524	52,357	163,881
September 1, 1953	24,203	20,321	44,524	113,191	48,634	161,825
October 1, 1953	24,025	17,806	41,831	117,827	53,453	171,280
November 1, 1953	15,282	13,058	28,340	144,520	60,997	205,517
December 1, 1953	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954 (1)	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954 (1)	9,014	10,176	19,190	457,029	105,622	562,651

* Current vacancies only. Deferred vacancies are excluded.
(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JANUARY 31, 1954 [1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from December 31, 1953	Change from January 31, 1953
Agriculture, Fishing, Trapping	**238**	**116**	**354**	+ **71**	− **38**
Forestry	**1,214**	**7**	**1,221**	+ **693**	+ **36**
Mining, Quarrying and Oil Wells	**355**	**36**	**391**	+ **103**	− **225**
Metal Mining	192	11	203	+ 54	− 115
Fuels	80	11	91	+ 2	− 134
Non-Metal Mining	10	.....	10	+ 2	− 9
Quarrying, Clay and Sand Pits	2	.....	2	+ 2	0
Prospecting	71	14	85	+ 43	+ 33
Manufacturing	**2,438**	**2,267**	**4,705**	+ **802**	− **4,039**
Foods and Beverages	168	128	296	+ 114	− 121
Tobacco and Tobacco Products	5	4	9	0	− 5
Rubber Products	39	28	67	+ 20	+ 10
Leather Products	67	179	246	+ 50	− 142
Textile Products (except clothing)	35	134	169	− 51	− 208
Clothing (textile and fur)	128	1,037	1,165	+ 380	− 1,632
Wood Products	190	58	248	+ 30	− 121
Paper Products	71	48	119	+ 3	− 15
Printing, Publishing and Allied Industries	132	119	251	+ 48	+ 58
Iron and Steel Products	336	111	447	+ 121	− 536
Transportation Equipment	510	89	599	− 80	− 1,105
Non-Ferrous Metal Products	102	52	154	+ 21	+ 10
Electrical Apparatus and Supplies	239	76	315	− 60	− 158
Non-Metallic Mineral Products	45	26	71	+ 6	− 73
Products of Petroleum and Coal	33	11	44	− 3	+ 11
Chemical Products	262	124	386	+ 203	+ 72
Miscellaneous Manufacturing Industries	76	43	119	0	− 84
Construction	**454**	**64**	**518**	− **662**	− **589**
General Contractors	294	37	331	− 556	− 334
Special Trade Contractors	160	27	187	− 106	− 255
Transportation, Storage and Communication	686	213	899	+ 371	− 18
Transportation	564	63	627	+ 269	− 18
Storage	49	4	53	+ 37	+ 21
Communication	73	146	219	+ 65	− 21
Public Utility Operation	**68**	**26**	**94**	+ **33**	− **130**
Trade	**1,317**	**1,520**	**2,837**	+ **315**	− **724**
Wholesale	425	445	870	+ 194	− 263
Retail	892	1,075	1,967	+ 121	− 461
Finance, Insurance and Real Estate	**688**	**730**	**1,418**	+ **136**	− **107**
Service	**1,501**	**4,649**	**6,150**	− **345**	− **1,403**
Community or Public Service	167	770	937	− 115	− 186
Government Service	817	564	1,381	+ 101	+ 63
Recreation Service	57	87	144	+ 20	− 20
Business Service	234	336	570	+ 119	− 235
Personal Service	226	2,892	3,118	− 470	− 1,025
GRAND TOTAL	**8,959**	**9,628**	**18,587**	+ **1,517**	− **7,237**

[1] Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT JANUARY 28, 1954 [1]

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies [2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,224	581	1,805	6,061	1,121	7,182
Clerical workers	932	2,979	3,911	13,263	20,540	33,803
Sales workers	1,135	760	1,895	5,909	12,446	18,355
Personal and domestic service workers	435	3,291	3,726	34,383	18,078	52,461
Seamen	6	.....	6	3,570	13	3,583
Agriculture and fishing	232	3	235	4,092	1,127	5,219
Skilled and semiskilled workers	3,407	1,539	4,946	208,923	27,295	236,218
Food and kindred products (inc. tobacco)	21	4	25	2,353	660	3,013
Textiles, clothing, etc.	113	1,236	1,349	6,427	18,827	25,254
Lumber and wood products	922	3	925	26,665	217	26,882
Pulp, paper (inc. printing)	51	15	66	1,147	460	1,607
Leather and leather products	44	109	153	1,892	1,332	3,224
Stone, clay and glass products	21	.....	21	698	85	783
Metalworking	350	17	367	18,015	1,153	19,168
Electrical	141	11	152	2,376	968	3,344
Transportation equipment	2	.....	2	739	87	826
Mining	69	.....	69	2,485	.....	2,485
Construction	338	.....	338	70,251	14	70,265
Transportation (except seamen)	442	7	449	33,535	97	33,632
Communications and public utility	63	.....	63	1,237	29	1,266
Trade and service	135	83	218	3,956	1,852	5,808
Other skilled and semiskilled	627	45	672	26,438	1,137	27,575
Foremen	25	7	32	4,863	362	5,225
Apprentices	43	2	45	5,846	15	5,861
Unskilled workers	1,035	422	1,457	163,432	22,492	185,924
Food and tobacco	58	74	132	6,648	6,667	13,315
Lumber and lumber products	104	22	126	20,510	533	21,043
Metalworking	112	11	123	10,464	739	11,203
Construction	285	.....	285	82,186	5	82,191
Other unskilled workers	476	315	791	43,624	14,548	58,172
GRAND TOTAL	**8,406**	**9,575**	**17,981**	**439,633**	**103,112**	**542,745**

[1] Preliminary—subject to revision.
[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JANUARY, 1954—LIVE APPLICATIONS AT FEBRUARY 25, 1954

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at Feb. 25, 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**85**	**166**	**113**	.....	**13,258**	**7,688**	**128**	**96**	**3**	.....	**18,511**	**19,923**
Corner Brook	4	27	.....	.....	2,421	1,549	23	23	.....	.....	3,473	3,923
Grand Falls	14	11	.....	.....	1,115	630	13	6	1	.....	1,318	1,381
St. John's	67	128	113	.....	9,722	5,509	92	67	2	.....	13,720	14,619
Prince Edward Island	**109**	**489**	**130**	.....	**2,865**	**1,831**	**537**	**240**	**180**	**1**	**3,924**	**4,265**
Charlottetown	82	248	82	.....	1,756	1,158	259	119	97	1	2,482	2,668
Summerside	27	241	48	.....	1,109	673	278	121	83	.....	1,442	1,597
Nova Scotia	**784**	**2,576**	**883**	**3**	**20,188**	**10,487**	**2,942**	**1,496**	**685**	**7**	**23,959**	**25,409**
Amherst	.....	119	2	.....	787	374	132	90	27	1	915	907
Bridgewater	36	68	43	.....	1,092	607	51	20	21	.....	1,264	1,252
Halifax	602	1,117	670	1	4,074	3,214	1,306	425	412	2	4,920	4,762
Inverness	.....	7	1	.....	571	292	6	6	.....	.....	812	922
Kentville	64	106	46	.....	1,879	1,057	171	92	16	.....	2,631	3,192
Liverpool	8	41	8	1	537	237	36	30	2	.....	617	642
New Glasgow	16	443	56	1	2,788	1,198	461	352	46	2	2,959	3,293
Springhill	.....	44	6	.....	764	243	43	37	.....	.....	682	628
Sydney	27	554	19	.....	4,628	1,996	635	389	158	1	5,503	5,869
Truro	10	57	17	.....	1,257	522	79	40	2	.....	1,237	1,255
Yarmouth—Shelburne	21	20	15	.....	1,811	747	22	15	1	1	2,419	2,687
New Brunswick	**656**	**2,820**	**989**	**21**	**23,820**	**11,834**	**2,619**	**1,019**	**947**	**39**	**28,392**	**28,797**
Bathurst	7	101	50	.....	2,982	1,393	65	50	5	.....	3,986	4,275
Campbellton	56	95	85	1	1,400	870	75	20	27	17	1,851	2,068
Edmundston	1	76	5	.....	1,796	835	103	58	5	20	2,136	2,465
Fredericton	65	224	68	.....	2,320	875	207	68	93	.....	2,630	1,969
Minto	6	77	12	.....	1,038	616	100	27	44	.....	995	919
Moncton	333	1,155	446	20	5,298	3,612	1,031	183	584	2	7,142	7,431
Newcastle	5	99	1	.....	1,773	865	149	29	54	.....	2,236	2,441
Saint John	170	657	227	.....	3,605	1,622	638	446	60	.....	3,548	3,483
St. Stephen	7	209	82	.....	1,943	526	148	67	57	.....	2,150	1,985
Sussex	5	115	11	.....	455	175	90	65	16	.....	448	441
Woodstock	1	12	2	.....	1,210	445	13	6	2	.....	1,270	1,320
Quebec	**5,561**	**21,844**	**6,263**	**284**	**151,031**	**81,533**	**22,347**	**12,046**	**4,122**	**250**	**178,209**	**188,703**
Asbestos	57	129	77	6	560	340	88	63	11	1	693	778
Beauharnois	7	75	9	1	1,169	422	84	70	.....	.....	1,136	1,173
Buckingham	2	57	6	1	1,093	423	58	30	18	.....	1,203	1,320
Causapscal	12	259	1	.....	1,100	1,140	283	267	.....	8	1,815	2,282

Chandler	14	72	16	.....	1,596	677	79	18	33	.....	2,088	2,315
Chicoutimi	82	275	129	7	1,632	1,222	568	132	19	14	2,006	2,490
Dolbeau	30	177	26	.....	832	720	110	50	.....	1	1,293	1,783
Drummondville	36	204	33	.....	2,939	883	263	128	6	8	3,170	3,288
Farnham	14	54	28	3	783	319	34	20	.....	.....	828	989
Forestville	424	46	30	39	572	430	1	1	.....	.....	879	1,513
Gaspe	.....	24	16	.....	982	622	47	8	.....	.....	1,504	1,689
Granby	9	201	18	.....	2,433	1,353	253	170	12	6	2,143	1,969
Hull	28	147	19	21	2,990	1,511	158	115	3	5	3,757	3,870
Joliette	35	305	61	1	2,641	1,772	292	170	10	.....	3,401	3,778
Jonquiere	33	270	39	9	2,062	1,665	432	194	33	10	2,530	2,500
Lachute	7	102	9	1	766	342	99	80	4	1	895	979
La Malbaie	6	27	.....	.....	1,150	770	30	28	.....	.....	1,744	2,586
La Tuque	11	313	83	16	838	453	252	147	10	4	786	797
Levis	103	214	93	.....	3,447	1,419	210	142	14	3	4,075	4,458
Louiseville	19	19	16	2	804	471	14	12	1	1	1,046	1,246
Maniwaki	3	102	4	.....	784	614	127	89	12	17	918	1,147
Matane	26	181	55	7	1,364	977	246	59	.....	.....	1,998	3,204
Megantic	11	191	24	.....	1,053	526	186	149	.....	1	1,162	1,230
Mont-Laurier	8	101	8	.....	629	276	103	96	.....	.....	763	1,181
Montmagny	19	56	39	2	1,880	495	59	13	2	.....	1,813	1,934
Montreal	3,203	11,614	3,577	8	52,538	30,844	10,793	5,427	3,185	39	61,212	60,284
New Richmond	43	26	4	1	1,212	658	43	46	.....	.....	1,667	1,865
Port Alfred	5	105	21	14	985	280	88	62	4	1	936	1,170
Quebec	383	1,175	548	.....	12,590	6,319	1,602	556	225	2	15,200	14,914
Rimouski	13	107	59	.....	2,580	1,502	95	27	.....	14	3,872	4,270
Riviere du Loup	86	370	88	.....	3,156	1,606	400	312	42	11	3,986	5,098
Roberval	8	122	79	3	793	336	195	45	.....	.....	911	1,191
Rouyn	56	125	41	.....	2,099	938	140	82	11	7	2,335	2,802
Ste. Agathe	5	82	12	9	830	457	80	45	8	.....	1,058	1,338
Ste. Anne de Bellevue	6	170	20	.....	1,035	604	186	45	107	.....	1,366	1,352
Ste. Therese	28	149	27	1	1,715	843	149	121	6	.....	2,044	1,938
St. Georges Est	219	1,218	301	15	1,593	1,697	1,160	1,076	.....	.....	1,873	2,518
St. Hyacinthe	99	148	111	.....	2,928	758	182	98	30	.....	2,706	2,686
St. Jean	59	179	63	.....	1,904	738	162	99	5	.....	2,131	2,163
St. Jerome	33	159	21	15	2,768	902	155	111	5	4	2,074	2,073
St. Joseph d'Alma	15	152	40	7	1,964	1,136	117	91	9	1	2,410	2,906
Sept Iles	2	203	10	37	826	576	169	156	.....	.....	1,153	1,291
Shawinigan Falls	9	281	7	.....	4,176	1,792	317	181	87	21	4,630	5,338
Sherbrooke	89	624	108	27	4,700	2,353	694	366	85	17	5,629	5,460
Sorel	11	308	32	31	2,150	779	251	229	.....	.....	2,513	2,373
Thetford Mines	32	142	21	.....	1,367	839	187	131	17	7	1,784	1,782
Three Rivers	99	386	125	.....	5,463	2,643	616	254	70	31	6,304	6,274
Val d'Or	17	109	45	.....	1,474	831	123	42	.....	5	1,768	1,918
Valleyfield	28	156	31	.....	2,160	1,280	233	119	15	10	2,514	2,457
Victoriaville	17	133	30	.....	1,926	980	134	74	23	.....	2,487	2,713
Ontario	**6,031**	**22,408**	**7,482**	**230**	**128,021**	**97,537**	**24,009**	**12,626**	**3,537**	**357**	**156,831**	**158,011**
Arnprior	8	64	9	1	371	169	81	60	2	2	421	466
Barrie	83	240	96	4	1,048	992	305	152	26	1	1,544	1,455
Belleville	16	99	28	1	1,284	859	98	67	11	.....	1,669	1,737
Bracebridge	27	98	47	.....	938	388	109	64	6	.....	1,060	1,228
Brampton	15	73	19	6	363	352	68	42	12	4	555	621
Brantford	57	280	61	1	3,366	1,486	349	214	31	33	3,185	2,637
Brockville	13	146	14	3	366	438	154	108	26	6	524	494
Carleton Place	.....	39	.....	.....	618	261	53	29	10	.....	778	757
Chatham	37	194	60	3	1,911	877	206	104	23	.....	2,186	2,179
Cobourg	13	102	9	2	513	277	142	80	23	1	654	625

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES JANUARY, 1954, LIVE APPLICATIONS AT FEBRUARY 25, 1954

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at Feb. 25, 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Concluded												
Collingwood	7	227	25	.....	777	378	221	193	13	9	851	867
Cornwall	36	413	77	.....	4,976	2,549	405	265	101	4	3,610	3,573
Fort Erie	13	53	12	.....	365	418	77	34	.....	.....	632	698
Fort Frances	13	91	13	2	344	235	91	76	4	2	359	381
Fort William	69	369	91	23	2,266	1,369	363	194	72	12	2,776	2,779
Galt	41	128	43	5	1,066	980	137	82	4	9	1,511	1,392
Gananoque	7	54	6	.....	312	232	57	38	14	.....	409	356
Goderich	26	33	12	.....	531	300	44	31	1	.....	611	600
Guelph	87	158	92	.....	1,140	950	193	77	22	2	1,622	1,739
Hamilton	260	1,336	358	3	9,828	8,456	1,565	551	454	1	12,759	12,697
Hawkesbury	11	27	17	1	807	357	22	12	1	1	985	1,019
Ingersoll	13	170	20	.....	595	312	187	158	1	.....	642	715
Kapuskasing	34	207	100	.....	776	286	179	123	.....	8	733	835
Kenora	17	44	20	.....	508	251	39	35	.....	.....	615	681
Kingston	127	439	86	.....	1,796	1,304	602	384	41	.....	1,870	1,735
Kirkland Lake	33	103	18	2	1,144	542	165	70	16	21	1,281	1,399
Kitchener—Waterloo	110	374	165	1	3,426	1,498	391	190	53	1	2,907	2,980
Leamington	18	57	20	.....	771	782	90	40	4	.....	966	717
Lindsay	18	39	26	.....	775	370	30	12	7	.....	901	924
Listowel	8	14	8	.....	379	229	15	7	.....	.....	484	507
London	408	1,132	444	2	4,729	3,272	1,296	557	198	2	4,122	4,297
Midland	11	60	10	.....	1,289	390	71	60	.....	.....	1,365	1,404
Napanee	2	12	7	1	667	303	22	4	2	4	832	830
New Toronto	105	344	117	17	1,541	1,713	416	203	24	24	2,136	2,212
Niagara Falls	39	271	22	.....	1,329	1,186	289	225	32	.....	1,868	2,216
North Bay	27	460	77	2	1,507	1,092	448	166	198	5	1,732	1,896
Oakville	324	142	316	33	290	503	211	90	7	.....	409	521
Orillia	12	201	21	1	1,122	612	318	122	66	.....	1,172	1,177
Oshawa	240	919	56	5	3,269	3,306	1,028	790	104	.....	3,552	3,619
Ottawa	643	1,362	658	.....	3,413	3,610	1,271	594	217	7	4,812	5,083
Owen Sound	62	134	85	2	2,362	646	220	49	35	.....	2,446	2,268
Parry Sound	2	22	.....	.....	508	227	39	19	3	14	592	619
Pembroke	55	306	61	.....	1,101	1,085	330	132	126	1	1,419	1,611
Perth	8	48	12	.....	690	302	57	24	16	3	715	698
Peterborough	28	205	36	.....	1,966	1,467	276	181	3	.....	2,602	2,583
Picton	10	33	6	2	533	230	41	30	.....	.....	680	633
Port Arthur	77	489	85	19	2,927	2,093	540	398	29	14	3,515	4,378
Port Colborne	23	73	24	9	820	376	47	16	24	.....	927	897
Prescott	8	65	4	5	821	441	73	59	3	5	871	955
Renfrew	4	56	2	.....	637	575	58	46	12	.....	1,071	912
St. Catharines	86	393	127	.....	2,906	2,342	475	248	27	8	3,779	3,738
St. Thomas	58	207	57	.....	677	730	327	170	6	.....	943	

Sarnia	34	198	79	2	1,833	1,268	233	99	17	.....	2,461	2,596
Sault Ste. Marie	89	255	111	6	2,609	1,420	282	132	69	2	3,294	3,651
Simcoe	12	72	11	1	1,067	590	88	55	2	1	1,227	1,197
Sioux Lookout	1	116	11	2	210	179	106	81	11	.....	224	264
Smiths Falls	15	60	7	2	489	307	67	48	8	1	571	543
Stratford	9	153	23	1	850	594	206	67	54	.....	985	1,002
Sturgeon Falls	3	127	6	3	1,061	504	144	65	5	5	1,094	1,335
Sudbury	72	434	182	8	2,719	2,244	341	191	68	.....	3,907	4,184
Timmins	64	232	79	9	2,111	844	288	157	21	26	2,098	2,153
Toronto	2,050	6,265	2,963	17	24,866	26,930	5,722	2,605	1,025	100	36,443	34,901
Trenton	32	136	32	1	1,078	696	162	97	6	2	1,296	1,180
Walkerton	20	88	25	.....	481	463	172	79	.....	2	694	796
Wallaceburg	3	228	11	.....	688	444	249	210	7	.....	742	748
Welland	16	101	22	.....	2,483	1,851	130	72	18	.....	3,109	3,173
Weston	47	276	45	22	734	911	279	189	6	12	1,171	1,075
Windsor	86	999	77	.....	5,675	3,451	1,168	765	103	.....	6,043	6,145
Woodstock	29	63	19	.....	603	443	81	39	7	2	812	798
Manitoba	**1,571**	**4,185**	**1,574**	**9**	**22,941**	**16,450**	**4,919**	**1,560**	**1,580**	**26**	**28,516**	**26,192**
Brandon	214	270	143	3	1,478	1,157	326	264	5	2	1,998	1,972
Dauphin	11	50	11	1	990	564	53	41	4	.....	1,248	1,196
Flin Flon	12	60	26	.....	246	176	47	33	2	2	260	234
Portage la Prairie	62	73	49	1	880	574	85	65	3	.....	1,225	1,287
The Pas	5	57	26	2	159	99	29	28	.....	.....	178	166
Winnipeg	1,267	3,675	1,319	2	19,188	13,880	4,379	1,129	1,566	22	23,607	21,337
Saskatchewan	**1,004**	**2,323**	**1,137**	**28**	**12,301**	**9,278**	**2,960**	**1,138**	**425**	**33**	**16,885**	**15,874**
Estevan	18	86	18	.....	253	248	119	62	13	7	370	409
Moose Jaw	129	240	147	5	1,170	949	267	125	29	.....	1,565	1,563
North Battleford	25	72	32	6	1,018	546	66	53	2	.....	1,390	1,521
Prince Albert	47	145	45	1	1,391	964	170	91	27	2	1,934	1,786
Regina	324	992	363	4	2,691	2,450	905	421	234	12	3,569	3,305
Saskatoon	324	528	364	.....	3,513	2,296	1,236	257	96	11	4,566	3,849
Swift Current	49	87	62	1	602	534	70	48	15	.....	1,014	989
Weyburn	38	84	59	9	333	217	56	42	3	.....	424	401
Yorkton	50	89	47	2	1,330	1,074	71	39	6	1	2,053	2,051
Alberta	**1,515**	**4,992**	**1,900**	**69**	**20,563**	**18,171**	**5,377**	**2,770**	**579**	**115**	**28,025**	**26,754**
Blairmore	28	7	26	1	282	196	8	7	.....	.....	426	561
Calgary	526	2,184	664	5	6,036	6,524	2,505	1,383	232	15	8,538	8,252
Drumheller	10	73	13	4	218	236	77	63	.....	.....	335	427
Edmonton	686	2,200	1,078	7	9,819	8,180	2,256	1,000	303	98	12,824	11,894
Edson	105	143	53	45	214	297	174	127	.....	.....	251	296
Lethbridge	78	152	70	.....	2,387	1,415	146	91	18	1	3,257	3,090
Medicine Hat	22	110	25	1	956	649	145	65	14	1	1,290	1,114
Red Deer	51	104	40	3	568	645	65	33	12	.....	1,019	1,033
Yellowknife	9	19	21	3	83	29	1	1	.....	.....	85	87

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JANUARY, 1954; LIVE APPLICATIONS AT FEBRUARY 25, 1954

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at Feb. 25, 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**1,125**	**6,308**	**1,425**	**40**	**57,410**	**41,038**	**7,436**	**3,152**	**1,893**	**26**	**76,082**	**68,723**
Chilliwack	21	138	29	1	1,682	975	157	31	91	.....	2,299	2,222
Courtenay	17	98	16	.....	1,902	800	97	57	33	.....	2,308	2,034
Cranbrook	5	16	5	2	1,017	530	21	6	4	.....	1,349	1,400
Dawson Creek	18	139	21	11	331	316	120	114	.....	.....	438	428
Duncan	15	201	18	.....	1,084	1,045	203	63	122	.....	1,679	1,427
Kamloops	49	131	28	3	830	831	164	109	8	1	1,261	1,145
Kelowna	5	96	6	.....	1,247	631	100	22	69	.....	1,645	1,549
Mission City	32	57	20	.....	1,475	937	75	51	4	2	2,028	1,836
Nanaimo	40	226	44	1	2,272	1,193	223	163	51	.....	3,009	2,652
Nelson	6	47	9	.....	1,413	647	52	29	11	.....	1,875	2,031
New Westminster	58	765	95	1	6,155	6,055	781	324	378	3	9,613	7,611
Penticton	9	123	5	1	1,434	762	135	93	25	.....	1,842	1,740
Port Alberni	5	261	13	.....	813	1,096	261	180	66	.....	1,219	782
Prince George	26	258	27	2	2,042	1,463	349	231	.....	5	1,604	1,512
Prince Rupert	9	71	18	.....	1,384	641	76	45	.....	.....	1,590	1,542
Princeton	1	8	.....	.....	267	266	10	9	.....	1	476	478
Trail	6	173	7	.....	1,197	795	171	132	24	.....	1,585	1,710
Vancouver	576	2,903	912	.....	25,339	18,203	3,718	1,104	900	12	32,814	29,750
Vernon	11	30	12	2	1,672	982	30	20	4	.....	2,404	2,352
Victoria	173	426	106	.....	3,530	2,623	558	254	103	2	4,640	4,112
Whitehorse	43	141	34	16	324	247	135	115	.....	.....	404	410
Canada	**18,441**	**68,111**	**21,986**	**684**	**452,398**	**295,847**	**73,274**	**36,143**	**13,951**	**854**	**559,334**	**562,651**
Males	9,274	40,572	12,074	600	364,982	223,454	42,254	22,726	7,649	745	452,868	457,029
Females	9,167	27,539	9,912	84	87,416	72,393	31,020	13,417	6,302	109	106,466	105,622

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1944—1954

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953	1,980,918	754,358	2,735,276	661,167	332,239	993,406
1954 (1 Month)	223,454	72,393	295,847	31,120	19,828	50,948

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit In Last Week of the Month*	Month of January, 1954			
		Number Commencing Benefit	Days Benefit Paid (Disability days in Brackets)		Amount of Benefit Paid
					$
Newfoundland	9,124	4,872	213,490	(473)	736,660
Prince Edward Island	2,418	1,131	42,906	(73)	125,653
Nova Scotia	17,961	11,237	320,356	(2,804)	1,063,443
New Brunswick	15,864	7,322	323,406	(1,567)	1,023,096
Quebec	111,053	67,113	2,607,360	(20,030)	8,098,771
Ontario	102,351	58,800	2,174,288	(17,486)	6,836,704
Manitoba	18,289	9,965	370,744	(4,813)	1,141,571
Saskatchewan	12,939	6,103	208,173	(1,639)	661,488
Alberta	18,680	10,260	355,537	(2,617)	1,154,265
British Columbia	42,494	20,899	947,638	(7,247)	3,105,562
Total, Canada, January, 1954	351,173	197,702	7,563,898	(58,749)	23,947,213
Total, Canada, December, 1953	218,323	161,723	5,413,801	(49,978)	16,882,107
Total, Canada, January, 1953	231,331	163,273	5,628,881	(————)	17,502,303

* Week containing last day of the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT JANUARY 31, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							January 31, 1953 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73 and over	
Newfoundland	17,258 (36)	4,776	1,370	2,705	4,931	2,199	1,277	11,637
Male	16,773 (36)	4,663	1,327	2,614	4,830	2,162	1,177	11,266
Female	485 (—)	113	43	91	101	37	100	371
Prince Edward Island	3,536 (13)	487	541	620	1,022	445	421	2,762
Male	3,015 (7)	424	490	530	901	376	294	2,409
Female	521 (6)	63	51	90	121	69	127	353
Nova Scotia	22,512 (190)	3,886	2,687	3,836	5,649	3,040	3,414	17,647
Male	19,941 (167)	3,397	2,358	3,386	5,142	2,754	2,904	15,518
Female	2,571 (23)	489	329	450	507	286	510	2,129
New Brunswick	24,937 (83)	3,920	3,250	4,028	6,747	3,965	3,027	19,671
Male	21,703 (71)	3,454	2,878	3,485	6,042	3,379	2,465	16,929
Female	3,234 (12)	466	372	543	705	586	562	2,742
Quebec	162,367 (1,055)	30,567	20,512	25,961	41,607	23,046	20,674	118,151
Male	133,793 (726)	25,651	17,091	21,756	35,660	19,325	14,310	99,265
Female	28,574 (329)	4,916	3,421	4,205	5,947	3,721	6,364	18,886
Ontario	135,801 (833)	29,091	16,718	22,939	32,780	15,746	18,527	89,000
Male	109,069 (632)	22,869	13,466	18,393	27,909	12,785	13,647	71,568
Female	26,732 (201)	6,222	3,252	4,546	4,871	2,961	4,880	17,432
Manitoba	24,790 (159)	4,581	2,764	3,854	6,982	3,363	3,246	18,324
Male	19,553 (117)	3,441	2,208	2,943	5,995	2,779	2,187	14,364
Female	5,237 (42)	1,140	556	911	987	584	1,059	3,960
Saskatchewan	14,419 (73)	2,693	2,094	2,527	4,356	1,861	888	10,856
Male	12,453 (60)	2,246	1,792	2,124	4,005	1,647	639	9,326
Female	1,966 (13)	447	302	403	351	214	249	1,530
Alberta	25,266 (91)	6,467	3,030	4,245	6,587	3,138	1,799	15,209
Male	21,930 (83)	5,534	2,629	3,661	6,033	2,787	1,286	13,079
Female	3,336 (8)	933	401	584	554	351	513	2,130
British Columbia	63,945 (287)	13,753	7,053	9,992	15,843	8,952	8,352	51,403
Male	53,599 (241)	11,675	5,856	8,285	13,831	7,388	6,564	42,690
Female	10,346 (46)	2,078	1,197	1,707	2,012	1,564	1,788	8,713
CANADA	494,831 (2,820)	100,221	60,019	80,707	126,504	65,755	61,625	354,660
MALE	411,829 (2,140)	83,354	50,095	67,177	110,348	55,382	45,473	296,414
FEMALE	83,002 (680)	16,867	9,924	13,530	16,156	10,373	16,152	58,246

* These data are shown in brackets and include short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JANUARY, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	8,756	7,274	1,482	7,564	5,039	2,525	4,844
Prince Edward Island	1,812	1,525	287	1,752	1,207	545	645
Nova Scotia	16,984	13,478	3,506	18,548	14,528	4,020	4,403
New Brunswick	12,309	10,254	2,055	12,420	7,992	4,428	4,390
Quebec	87,188	66,830	20,358	95,659	70,356	25,303	28,786
Ontario	91,015	67,678	23,337	96,830	74,529	22,301	22,395
Manitoba	12,523	10,019	2,504	13,504	9,116	4,388	2,453
Saskatchewan	8,043	6,723	1,320	8,358	5,683	2,675	2,141
Alberta	15,054	11,865	3,189	14,886	10,852	4,034	5,285
British Columbia	38,939	28,708	10,231	35,265	26,526	8,739	12,640
Total Canada, January, 1954	292,623*	224,354	68,269	304,786†	225,828	78,958	87,982
Total Canada, December, 1953	292,236	204,464	87,772	246,157	196,087	50,070	100,145
Total Canada, January, 1953	223,255	169,172	54,083	234,892	165,488	69,404	56,106

* In addition, revised claims received numbered 25,938. † In addition, 24,474 claims were disposed of. Of these, 2,071 were special requests not granted, and 912 were appeals by claimants. There were 4,282 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO REGULAR OR SUPPLEMENTARY BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of January, 1954	Month of December, 1953	Month of January, 1953
Benefit year not established			
Regular	68,074	37,265	53,331
Supplementary Benefit	19,548	9,080	15,978
Claimants Disqualified*			
Not unemployed	3,954	3,687	9,766
Not capable of and not available for work	1,542	1,484	1,949
Loss of work due to a labour dispute	121	595	250
Refused offer of work and neglected opportunity to work	657	651	953
Discharged for misconduct	655	912	809
Voluntarily left employment without just cause	5,065	6,262	5,870
Failure to fulfill additional conditions imposed upon certain married women	1,248	1,217	1,074
Other reasons†	3,327	2,978	2,635
Total	104,191	64,131	92,615

* Data for January, 1954, include 4,232 on revised and 1,444 on supplementary benefit claims.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953—December	3,267,000	3,028,500	238,500
November	3,219,000	3,065,400	153,600
October	3,211,000	3,091,600	119,400
September	3,215,000	3,103,700	111,300
August	3,190,000	3,079,100	110,900
July	3,185,000	3,065,200	119,800
June	3,153,000	3,009,900	143,100
May	3,166,000	2,950,800	215,200
April	3,278,000	2,917,900	360,100†
March	3,280,000	2,916,800	363,200†
February	3,283,000	2,928,300	354,700†
January	3,286,000	3,007,400	278,600†
1952—December	3,241,000	3,079,100	161,900

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPT AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO FEBRUARY 28, 1954

SOURCE: Unemployment Insurance Commission

Fiscal yead Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
TO 1948	441,772,355 96	87,948,417 69	15,449 49	35,485,221 38	565,221,444 52	117,486,505 31	.....	117,486,505 31	447,734,939 21
1949	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
1953	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	128,814,174 79	7,007,063 82	135,821,238 61	851,585,164 66
TO 1953	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	569,135,255 70	851,585,164 66
April	13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	19,182,442 11	850,304,754 92
May	13,369,793 82	2,676,051 96	625 00	2,065,494 36	18,111,965 14	12,188,755 09	196,987 95	12,385,743 04	856,030,977 02
June	12,418,746 38	2,484,024 75	3,195 50	2,022,231 63	16,928,198 26	8,398,564 65	7,868 25 cr.	8,390,696 40	864,568,478 88
July	13,194,627 63	2,636,424 22	5,064 82	2,119,370 11	17,955,486 78	7,139,851 79	8,205 64	7,148,057 43	875,375,908 23
August	13,905,701 60	2,780,380 97	3,593 10	2,157,977 61	18,847,653 28	6,400,262 22	1,917 80	6,402,180 02	887,821,381 49
Sept	13,402,103 70	2,685,145 23	3,009 80	2,133,540 21	18,223,798 94	6,729,953 93	402 50	6,730,356 43	899,314,824 00
Oct	13,498,551 90	2,696,174 86	4,530 50	2,238,467 95	18,437,725 21	7,592,476 56	6,472 50 cr.	7,586,004 06	910,166,545 15
Nov	14,022,355 04	2,803,687 10	2,810 14	2,250,384 31	19,079 236 59	10,162,162 15	626 90 cr.	10,161,535 25	919,084,246 49
Dec	13,886,441 86	2,773,904 79	2,990 00	2,305,705 27	18,969,041 92	16,872,374 88	680 05 cr.	16,871,694 83	921,181,593 58
TO 1954 Jan	12,938,114 30	2,592,422 55	2,035 00	2,299,951 83	17,832,523 68	23,939,464 67	1,202,639 50	25,142,104 17	913,872,013 09
Feb	*12,401,107 99	2,478,658 92	3,495 00	2,090,176 19	16,973,438 10	26,667,323 43	3,007,588 25	29,674,911 68	901,170,539 51
Sub-Total	146,285,016 57	29,256,854 85	33,535 15	23,685,693 70	199,261,100 27	142,472,321 74	7,203,403 68	149,675,725 42	901,170,539 51
Total	1,228,888,050 81	+247,610,729 41	179,161 58	143,303,578 83	1,619,981,520 63	692,247,669 67	26,563,311 45	718,810,981 12	901,170,539 51

* Stamps $5,960,786.61 Meter $1,533,279.65 Bulk $4,907,041 73 D.V.A. Nil Total $12,401,107.99

+Government Refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date $1,827,834.25.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, JANUARY, 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
	*Claims Considered	Entitled to Benefit	Not Entitled to Benefit				
							$
Newfoundland	1,956	946	1,010	581	5,245	(7)	11,964
Prince Edward Island	500	368	132	300	2,965	(—)	5,696
Nova Scotia	3,556	2,575	981	1,959	22,316	(3)	48,176
New Brunswick	4,057	2,664	1,393	2,083	21,902	(21)	45,565
Quebec	21,901	15,539	6,362	13,409	179,156	(463)	369,054
Ontario	19,093	13,179	5,914	13,363	170,037	(249)	371,697
Manitoba	3,690	2,527	1,163	3,129	41,022	(302)	91,353
Saskatchewan	2,293	1,375	918	1,440	17,471	(60)	36,216
Alberta	3,287	2,139	1,148	2,216	28,088	(82)	63,698
British Columbia	7,195	5,224	1,971	5,672	70,442	(209)	159,313
Total, January, 1954	67,528*	46,536	20,992	44,152†	558,644	(1,396)	1,202,732
Total, January, 1953	53,172*	35,452	17,720	33,426†	438,175	(—)	932,343

* There were, in addition, 556 renewal claims in January, 1954, and 399 in January, 1953.
† Includes 83 renewal claims in January, 1954, and 76 in January, 1953.

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO MARCH 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·8	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·9	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	115·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	114·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·9
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2
April	114·6	110·9	122·7	109·7	116·9	115·0
May	114·4	110·1	122·9	110·1	116·6	115·1
June	114·9	111·4	123·6	110·1	116·6	115·1
July	115·4	112·7	123·9	110·3	117·0	115·2
August	115·7	112·8	124·1	110·4	117·2	115·8
September	116·2	114·0	124·2	110·4	117·4	115·9
October	116·7	115·5	124·5	110·3	117·5	116·0
November	116·2	113·4	125·0	110·3	117·4	116·3
December	115·8	112·1	125·2	110·2	117·4	116·3
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6

88500—9½

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Feb. 1, 1953	Jan. 2, 1954	Feb. 1, 1954					
St. John's, Nfld. (1)	102·3	102·6	102·4	100·4	107·3	101·8	104·0	102·0
Halifax	113·1	113·2	113·8	106·5	121·2	116·7	119·0	115·8
Saint John	114·8	115·4	115·8	110·6	117·2	119·9	117·3	120·1
Montreal	116·2	116·7	116·8	115·5	131·9	110·7	116·1	115·4
Ottawa	114·8	115·3	115·5	110·5	125·6	113·5	116·4	117·5
Toronto	116·0	117·7	117·6	110·0	138·1	112·4	117·7	117·6
Winnipeg	114·1	114·9	115·0	111·1	122·5	116·1	113·2	116·7
Saskatoon—Regina	112·1	113·2	113·5	110·4	112·5	116·3	118·1	111·7
Edmonton—Calgary	112·6	114·4	114·3	109·9	119·1	114·2	115·1	117·8
Vancouver	115·7	116·2	116·4	111·6	123·7	112·3	124·3	117·4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

Base (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Price for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Year 1951	Feb. 1951	Year 1952	Feb. 1952	Year 1953	Feb. 1953	Jan. 1954	Feb. 1954	Price Feb. 1954
Beef, sirloin steak	lb.	47·4	61·0	143·5	131·0	132·7	149·5	113·0	120·6	106·2	105·8	74·5
Beef, round steak	lb.	44·1	59·1	142·9	131·0	133·3	149·7	112·0	120·4	105·2	104·9	70·3
Beef, blade	lb.	43·7	52·7	151·3	137·1	133·5	158·0	106·2	116·8	99·9	99·9	48·3
Beef, stewing boneless	lb.	41·0	48·5	155·3	139·4	142·6	164·9	115·2	127·1	106·4	106·1	49·5
Lamb, leg roast	lb.	42·2	60·3	130·1	118·9	126·7	137·3	112·2	116·2	107·2	110·2	79·4
Pork, fresh loin, centre-cut	lb.	53·3	61·2	114·8	106·2	99·0	98·4	113·7	109·7	118·1	122·2	78·0
Pork, fresh shoulder, hock-off	lb.	50·2	54·2	117·9	109·0	101·7	103·9	104·8	100·4	108·9	113·2	54·9
Bacon, side, fancy, sliced, rind off	½lb.	56·2	61·2	95·4	90·9	78·4	88·4	101·0	80·0	115·6	117·7	49·9
Lard, pure, package	lb.	66·7	73·6	121·1	121·6	72·5	94·9	83·4	70·3	115·0	116·3	27·3
Shortening, package	lb.	57·4	58·6	112·4	108·2	92·3	101·3	87·4	85·8	92·3	92·9	30·0
Eggs, grade "A" large, carton	doz.	77·3	91·1	116·5	88·5	96·0	83·8	109·9	88·9	88·6	91·9	56·5
Milk	qt.	67·3	57·8	110·0	107·8	118·4	118·0	118·5	118·5	118·5	118·5	21·1
Butter, creamery, prints	lb.	58·2	61·4	104·9	98·4	102·4	112·0	100·7	104·3	102·8	103·2	66·7
Cheese, plain, processed, ½ lb.	pkg.	78·2	72·6	111·1	106·7	115·9	118·1	113·2	114·1	110·6	110·6	32·3
Bread, plain, white, wrapped, sliced	lb.	66·7	66·7	115·5	111·4	119·3	119·7	121·5	117·7	126·8	126·8	12·5
Flour, all purpose	lb.	58·4	56·8	106·9	106·2	105·9	107·6	108·9	104·7	113·3	111·9	7·8
Corn Flakes, 8 oz.	pkg.	61·6	60·9	113·8	107·8	122·4	121·1	123·2	123·2	123·2	123·2	17·4
Tomatoes, canned 2½'s	tin	64·3	67·2	115·0	100·3	143·6	144·2	121·8	129·1	107·7	106·2	21·3
Peas, 20 oz.	tin	77·9	82·4	107·2	101·7	116·9	114·9	120·0	119·5	118·9	119·5	21·0
Corn, cream, choice, 20 oz.	tin	68·5	70·7	95·9	94·0	103·2	103·1	96·3	98·9	93·6	93·6	17·9
Onions, cooking	lb.	68·9	83·8	99·4	75·6	158·6	145·9	119·8	134·5	86·9	88·3	6·5
Potatoes, No. 1, table	10 lbs.	58·1	94·1	99·9	80·6	196·9	179·2	111·8	147·0	84·4	83·8	29·2
Raisins, seedless, bulk or in bag	lb.	80·0	84·6	127·5	112·5	138·9	141·7	135·2	134·3	133·8	133·2	23·5
Oranges, California	doz.	89·2	107·7	109·6	112·5	105·3	111·4	94·8	99·1	94·6	95·7	33·7
Jam, Strawberry, 16 oz.	jar	74·9	76·7	114·0	112·5	110·6	114·9	104·5	105·2	106·1	106·5	24·7
Peaches, 15 oz.	tin	69·9	73·5	105·5	103·6	104·4	106·5	97·7	99·2	96·3	97·2	20·1
Sugar, granulated, bulk or in bag	lb.	87·5	87·5	129·8	125·6	121·0	132·0	107·8	110·6	104·1	104·1	9·6
Coffee, medium quality, in bag	lb.	72·7	66·4	163·2	158·7	163·0	165·2	164·1	161·2	169·1	178·3	110·9
Tea, black, ½ lb.	pkg.	84·3	75·7	104·2	102·7	104·9	105·3	98·1	99·2	98·2	99·6	48·8

* Description and Units of Sale apply to February, 1954 Prices.

N.B.—The above price averages and price relatives on the base 1949 = 100 pertain to chain and independent stores, while previously published price averages and price relatives on the base August 1939 = 100 pertained to independent stores only. The above figures are not strictly comparable to those published in this table, prior to the December issue of the Labour Gazette.

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	100·5	.....	[a] 67·4	[a] 49·2	63·7	82·2	77·7	[e] 50·0	60·0
P.E.I.—									
2—Charlottetown	60·8	56·6	[a] 47·7	[a] 37·2	35·8	75·8	62·0	44·9	50·8
Nova Scotia—									
3—Halifax	78·5	67·9	[a] 44·2	45·0	42·9	80·1	[c] 56·5	56·5	57·1
4—Sydney	70·6	63·9	[a] 46·6	50·2	47·1	75·5	56·0	50·2	50·3
New Brunswick—									
5—Moncton	69·1	63·3	47·7	41·9	37·7	79·2	56·8	52·5	54·0
6—Saint John	77·2	70·2	[a] 50·3	50·5	45·2	80·0	57·2	55·0	50·2
Quebec—									
7—Chicoutimi	89·8	86·6	57·8	46·8	46·3	72·0	65·6	48·6	48·8
8—Hull	67·7	69·6	46·2	45·8	38·7	74·0	54·3	45·7	54·1
9—Montreal	88·2	82·1	[a] 46·8	50·1	41·0	76·3	59·4	49·8	59·7
10—Quebec	84·0	77·2	[a] 42·6	43·3	45·3	66·7	54·5	44·0	54·6
11—Sherbrooke	82·0	75·3	53·8	53·5	38·4	72·4	56·9	49·9	44·8
12—Sorel	81·4	75·6	[a] 52·2	44·1	45·0	69·6	52·6	48·9	59·5
13—Three Rivers	90·0	77·5	42·6	42·8	39·0	69·7	56·7	49·2	60·2
Ontario—									
14—Brantford	71·2	68·1	53·8	50·5	38·0	77·3	52·7	50·9	52·2
15—Cornwall	71·7	70·4	[a] 44·7	48·2	38·7	72·9	54·0	49·9	56·4
16—Fort William	72·0	70·0	[a] 51·2	52·7	43·8	73·7	.....	47·6	57·3
17—Hamilton	76·7	72·1	50·6	52·4	42·9	81·9	50·7	51·5	52·4
18—Kirkland Lake	70·0	67·2	[a] 48·8	47·0	41·6	78·4	[d] 60·6	55·8	59·2
19—London	75·6	71·8	49·0	48·2	42·0	79·8	52·9	52·6	54·4
20—North Bay	70·2	66·0	49·5	46·2	41·7	75·3	53·7	51·1	52·6
21—Oshawa	69·7	68·4	45·4	46·2	39·4	77·6	47·1	50·6	48·1
22—Ottawa	71·9	68·2	47·1	49·0	35·6	77·9	52·4	47·5	56·6
23—Sault Ste. Marie	67·7	67·0	[a] 47·8	53·7	47·5	76·0	58·8	50·8	56·2
24—Sudbury	66·6	66·3	[a] 49·0	49·4	40·2	71·5	[d] 59·6	48·0	49·7
25—Toronto	76·3	73·1	[a] 52·5	50·2	40·2	79·1	49·3	50·9	48·2
26—Windsor	69·2	65·9	[a] 46·8	52·3	40·1	79·6	[d] 54·1	51·9	56·0
Manitoba—									
27—Winnipeg	74·1	68·1	51·9	50·2	44·4	74·2	[d] 58·0	48·5	50·9
Saskatchewan—									
28—Regina	72·3	66·8	[a] 50·1	50·5	40·4	70·4	[d] 56·5	51·3	52·6
29—Saskatoon	73·9	72·8	[a] 52·9	58·7	45·7	69·8	[d] 58·8	48·4	51·4
Alberta—									
30—Calgary	70·1	64·3	56·0	52·1	39·3	70·9	[d] 59·6	48·2	52·1
31—Edmonton	69·4	64·9	[a] 43·2	49·2	39·0	66·8	48·7	48·8	44·8
British Columbia—									
32—Prince Rupert	84·5	76·5	[a] 56·0	56·0	46·0	77·7	66·0	50·9	63·7
33—Trail	77·2	69·5	[a] 52·5	60·8	.....	80·2	63·3	50·6	63·3
34—Vancouver	86·1	76·0	57·2	58·1	47·6	83·8	[d] 63·1	51·2	55·6
35—Victoria	88·6	79·5	58·4	57·7	51·8	82·6	60·2	49·8	54·0

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Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain, white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	.....	8·7	12·7	20·7	10·9	59·2	f 75·5	h 32·0	76·9
P.E.I.—									
2—Charlottetown	.....	8·9	14·4	19·2	10·4	52·4	g 51·7	17·0	69·0
Nova Scotia—									
3—Halifax	69·1	8·8	12·8	18·4	9·2	51·0	g 58·7	20·5	70·2
4—Sydney	67·1	9·2	14·0	19·4	10·2	50·2	g 61·2	22·0	70·6
New Brunswick—									
5—Moncton	.....	9·1	15·6	18·6	9·7	51·6	g 57·3	20·0	69·4
6—Saint John	70·1	8·8	13·3	18·9	9·6	48·9	g 62·2	21·0	70·7
Quebec—									
7—Chicoutimi	.....	8·6	16·0	19·3	9·9	55·9	63·5	20·0	63·2
8—Hull	79·0	8·1	12·7	17·5	9·6	47·5	g 58·3	22·0	65·2
9—Montreal	84·9	8·0	12·7	17·3	9·0	50·2	60·6	20·0	65·3
10—Quebec	80·1	8·1	12·5	17·9	9·4	51·9	60·2	20·0	66·0
11—Sherbrooke	77·2	7·9	13·1	17·8	9·0	49·6	g 59·4	20·0	63·8
12—Sorel	89·3	8·0	12·7	17·9	9·3	47·2	g 53·4	19·0	64·3
13—Three Rivers	73·3	8·1	11·7	17·4	9·7	50·7	58·2	19·0	63·8
Ontario—									
14—Brantford	77·8	8·1	12·7	17·6	9·7	45·2	g 56·2	21·0	66·1
15—Cornwall	.....	7·9	12·7	18·2	9·9	46·6	g 58·4	20·0	66·3
16—Fort William	.....	8·1	14·0	19·0	10·3	53·0	g 55·9	23·0	66·5
17—Hamilton	83·4	8·3	12·7	17·6	9·8	45·7	g 58·4	22·0	66·8
18—Kirkland Lake	78·0	8·5	12·0	18·7	10·8	51·8	60·0	25·0	68·0
19—London	83·0	8·1	12·7	17·3	9·8	45·7	g 54·5	21·0	66·5
20—North Bay	.....	8·4	13·0	19·2	11·1	48·2	g 63·2	22·0	67·8
21—Oshawa	.....	8·0	12·7	17·5	9·5	45·9	g 56·3	21·0	66·3
22—Ottawa	76·2	8·2	12·7	17·5	9·7	48·8	60·8	21·6	66·6
23—Sault Ste. Marie	.....	8·5	13·3	19·3	10·8	49·0	61·7	23·0	68·5
24—Sudbury	.....	8·6	13·3	18·4	10·8	49·0	59·7	23·0	68·0
25—Toronto	79·9	7·9	12·7	17·4	9·2	44·5	g 56·3	22·0	67·3
26—Windsor	73·5	8·4	12·7	17·9	9·9	48·8	57·5	22·0	67·7
Manitoba—									
27—Winnipeg	75·7	7·7	15·0	17·7	11·2	t 70·7	g 54·7	21·0	65·6
Saskatchewan—									
28—Regina	73·2	8·0	14·4	18·5	12·0	t 66·6	49·8	20·0	64·5
29—Saskatoon	.....	7·9	13·6	17·7	13·9	t 63·8	g 49·2	20·5	65·0
Alberta—									
30—Calgary	77·9	7·7	14·4	18·2	11·4	t 63·2	g 51·8	21·0	66·2
31—Edmonton	74·0	7·9	14·4	17·9	11·5	t 63·6	g 50·0	20·0	67·9
British Columbia—									
32—Prince Rupert	84·7	8·8	15·0	18·6	11·0	t 63·2	60·5	31·0	69·8
33—Trail	.....	7·9	17·0	18·2	11·5	t 63·8	g 62·7	25·0	68·3
34—Vancouver	79·5	7·9	16·0	17·9	9·6	t 58·4	g 57·5	21·4	68·4
35—Victoria	86·1	8·0	16·0	17·9	9·8	t 59·3	g 59·6	24·0	69·2

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ¼ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat.	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	35·0	32·5	.....	34·4	.....	19·3	48·8 s	29·4	25·7	23·5
P.E.I.—										
2—Charlottetown	36·4	.....	29·2	31·8	28·4	20·1	20·1	26·9	22·9	21·6
Nova Scotia—										
3—Halifax	34·7	39·7	29·6	31·2	24·6	18·3	21·4	24·4	23·6	19·7
4—Sydney	36·2	38·4	30·4	30·6	25·8	20·3	23·0	24·4	23·0	20·0
New Brunswick—										
5—Moncton	34·9	38·4	30·4	31·12	25·2	17·3	21·9	23·1	23·6	19·8
6—Saint John	35·3	39·0	30·4	31·0	25·6	17·7	21·1	21·2	24·2	18·5
Quebec—										
7—Chicoutimi	36·1	.....	25·6	34·4	27·1	18·7	.....	20·9	23·0	19·5
8—Hull	32·5	.....	27·8	29·8	24·8	16·7	20·1	18·7	20·5	16·6
9—Montreal	32·3	.....	28·6	31·3	25·0	17·3	19·6	18·3	20·7	18·9
10—Quebec	33·9	.....	28·9	31·5	25·9	17·4	20·2	21·1	21·0	17·8
11—Sherbrooke	33·9	.....	25·0	29·7	24·4	17·4	20·9	18·7	20·6	19·4
12—Sorel	33·1	.....	27·9	30·1	25·9	17·4	21·3	18·6	19·1	17·1
13—Three Rivers	33·5	.....	25·8	29·7	25·4	18·2	22·3	18·4	20·9	19·8
Ontario—										
14—Brantford	32·1	39·3	27·5	29·7	24·7	18·0	20·4	22·4	21·2	17·7
15—Cornwall	33·0	37·7	29·2	29·7	24·8	16·8	20·4	19·6	19·7	18·1
16—Fort William	34·7	39·9	27·7	30·5	24·5	19·4	20·8	22·5	22·6	19·2
17—Hamilton	32·5	39·3	27·7	31·1	24·3	17·5	20·1	21·5	22·1	16·3
18—Kirkland Lake	32·2	38·8	30·4	30·4	26·4	18·8	21·7	21·7	22·2	18·3
19—London	31·5	38·8	29·8	29·2	25·2	18·3	19·8	23·2	21·1	17·2
20—North Bay	33·6	39·8	30·5	30·5	29·2	18·8	.....	23·0	22·5	17·9
21—Oshawa	33·0	39·8	28·9	29·3	23·7	16·6	.....	21·8	20·8	16·6
22—Ottawa	32·8	39·3	28·6	30·7	24·8	17·5	21·1	19·5	21·9	17·0
23—Sault Ste. Marie	34·4	39·6	30·0	31·1	26·6	18·2	.....	21·2	23·0	17·6
24—Sudbury	34·0	37·6	27·8	29·8	26·4	18·8	.....	20·7	22·5	16·5
25—Toronto	32·5	39·4	28·7	29·9	23·4	17·3	20·2	20·6	21·0	16·5
26—Windsor	32·6	39·6	29·1	30·3	25·0	18·5	21·4	21·5	m 16·7	m 16·0
Manitoba—										
27—Winnipeg	33·8	41·1	26·0	29·8	24·5	17·2	21·8	23·6	m 18·8	18·6
Saskatchewan—										
28—Regina	34·8	41·0	25·3	31·8	25·2	19·2	22·8	24·1	23·4	20·2
29—Saskatoon	34·0	39·6	24·5	31·6	24·5	19·2	21·5	24·4	22·6	20·2
Alberta—										
30—Calgary	32·8	39·8	23·9	31·1	24·2	19·0	20·9	26·1	21·0	20·7
31—Edmonton	34·2	41·8	24·5	33·0	24·8	18·9	21·5	26·2	22·6	22·3
British Columbia—										
32—Prince Rupert	35·9	40·4	27·2	33·1	26·1	21·8	23·9	28·1	m 19·6	m 18·9
33—Trail	35·8	40·2	27·0	33·5	.....	22·6	24·5	29·5	m 20·6	m 21·0
34—Vancouver	34·5	39·9	28·4	29·5	23·9	18·1	21·7	26·6	m 15·5	m 15·9
35—Victoria	34·0	39·8	29·2	30·3	22·9	17·5	20·6	25·9	m 18·4	m 17·4

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

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Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ¼ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	42·9	.....	37·5	9·1	34·3	k 26·0	w 62·2	v 126·5	.....	22.75
P.E.I.—										
2—Charlottetown	37·8	23·0	20·4	7·7	28·8	n 27·6	49·2	v 123·3	.....	17.50
Nova Scotia—										
3—Halifax	35·1	21·5	24·3	6·4	27·4	24·0	48·0	121·5	.....	19.50
4—Sydney	37·2	25·2	23·2	6·0	30·2	n 25·8	48·5	v 125·0	.....	13.60
New Brunswick—										
5—Moncton	34·8	22·1	22·8	6·8	29·1	n 25·5	48·2	115·6	.....	18.77
6—Saint John	36·9	21·8	19·9	7·4	29·9	n 27·6	49·6	v 122·1	.....	19.75
Quebec—										
7—Chicoutimi	34·2	18·9	28·6	9·6	31·7	n 27·9	56·8	v 118·4	30.00	.....
8—Hull	31·2	19·0	26·3	9·2	28·6	n 25·3	53·1	118·3	28.50	.....
9—Montreal	33·6	17·1	24·2	8·5	29·3	n 25·2	48·8	118·2	27.57	.....
10—Quebec	34·8	18·1	23·2	8·3	29·6	n 26·4	51·0	118·0	29.19	.....
11—Sherbrooke	35·4	17·8	24·1	8·4	29·6	n 25·1	53·3	114·4	27.75	.....
12—Sorel	35·1	18·3	26·6	8·4	27·6	n 23·3	53·1	115·6	27.00	.....
13—Three Rivers	31·8	18·6	25·1	7·9	28·0	n 25·1	54·4	v 120·0	27.00	.....
Ontario—										
14—Brantford	32·1	18·8	28·5	4·8	30·1	23·1	52·4	115·1	27.00	.....
15—Cornwall	32·4	18·8	26·8	6·6	29·0	n 24·4	52·2	118·6	29.75	.....
16—Fort William	35·1	19·8	37·9	6·6	27·2	n 26·0	50·8	113·5	26.62	.....
17—Hamilton	33·0	19·2	29·6	5·9	28·6	n 23·2	50·6	114·6	26.44	.....
18—Kirkland Lake	35·7	19·6	34·5	6·3	30·0	26·2	54·8	114·8	32.00	.....
19—London	32·4	19·1	29·9	6·5	28·7	22·4	49·1	113·2	27.00	.....
20—North Bay	33·0	20·2	30·0	5·9	.....	n 23·2	54·0	121·8	29.75	.....
21—Oshawa	33·3	19·5	28·2	5·3	27·2	n 22·8	55·6	111·6	28.00	.....
22—Ottawa	31·5	19·0	26·4	7·9	28·7	n 24·6	51·3	113·4	28.50	.....
23—Sault Ste. Marie	36·3	20·0	34·1	8·1	30·1	n 23·5	54·2	112·1	27.25	.....
24—Sudbury	33·3	19·2	32·2	5·6	27·0	k 24·6	50·4	106.2	29.70	.....
25—Toronto	31·8	19·0	29·4	5·6	27·9	n 24·6	49·2	110·7	24.57	.....
26—Windsor	33·9	19·0	28·9	6·1	31·3	n 24·8	49·3	113·8	26.00	.....
Manitoba—										
27—Winnipeg	38·1	19·9	26·7	6·0	28·3	n 26·8	49·5	113·4	.....	21.15
Saskatchewan—										
28—Regina	37·2	22·4	37·8	9·2	28·9	26·0	50·2	115·8	.....	18.50
29—Saskatoon	40·2	23·2	46·9	10·4	31·3	26·7	47·8	112·4	.....	17.98
Alberta—										
30—Calgary	36·6	23·6	38·5	8·4	29·0	n 24·5	48·2	110·5	.....	.....
31—Edmonton	37·8	23·2	44·2	9·7	30·1	n 26·1	49·4	116·8	.....	8.58
British Columbia—										
32—Prince Rupert	38·7	25·1	43·6	8·9	29·0	n 26·9	50·4	111·4	.....	22.90
33—Trail	33·3	25·0	38·3	7·9	30·5	n 26·1	49·8	105·0	.....	19.75
34—Vancouver	31·8	19·9	41·9	8·3	25·8	n 23·6	48·1	109·7	.....	21.02
35—Victoria	30·0	20·3	39·3	8·3	28·0	n 23·8	46·4	112·5	.....	22.25

carton and loose. (h) Evaporated milk, 17·0 c. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figures 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living Commonwealth Statistician	Retail Price Index Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947–49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June–Aug. 1939	1938	1936–39 =1000	1st quarter 1949= 1000
	(a)	(b)		(b)					(c)			(d)	(d)
1933	58·8	55·3	.....	(i) 140	(h) 151	.....	.....	.....	(e) 131	99	93·2	.....	600
1939	63·2	59·4	100·0	(i) 158	(h) 178	(m) 108	.....	107·5	(e) 138	(k) 103	99·9	1029	748
1941	69·6	62·9	104·4	(i) 199	(h) 226	(m) 150	.....	141·7	(e) 174	138	108·2	1111	810
1945	75·0	76·9	213·5	(i) 203	(h) 295	(m)393	.....	157·5	(e) 209	293	132·2	1270	884
1946	77·5	83·4	266·7	(i) 203	(h) 291	(m)645	.....	160·3	(e) 208	287	134·1	1278	891
1947	84·8	95·5	300·3	(i) 203	.....	(m)1030	4575	162·1	(e) 217	279	139·7	1309	919
1948	97·0	102·8	318·9	(j) 108	(l) 99	(m)1632	4847	172·4	(e) 224	281	147·8	1392	992
1949	100·0	101·8	336·0	(j) 111	(l) 100	(m)1818	4915	175·9	(e) 222	278	153·2	1528	1009
1950	102·9	102·8	356·2	(j) 114	(l) 101	(m)1945	4849	177·7	159·1	293	159·3	1669	1066
1951	113·7	111·0	401·0	(j) 124	(l) 109	130·1	5320	207·5	166·7	319	171·0	1906	1183
1952	116·5	113·5	455·7	102·6	(l) 118	145·4	5546	223·0	171·0	317	185·9	2337	1275
1952 March	116·9	112·4	448·8	100·6	.....	148·1	5475	220·3	170·8	326	182·1	2366	1253
April	116·8	112·9	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	115·9	113·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	116·0	113·4	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	116·1	114·1	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	116·0	114·3	446·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	116·1	114·1	464·1	103·0	.....	145·7	5615	224·9	171·6	316	190·3	2524	1284
October	116·0	114·2	465·0	103·9	.....	144·9	5626	224·3	171·1	298	191·1	.....	.....
November	116·1	114·3	467·6	103·8	123	144·4	5633	224·2	171·2	298	191·4	.....	.....
December	115·8	114·1	432·7	104·5	.....	145·4	5612	224·3	171·0	296	190·6	2530	1294
1953 January	115·7	113·9	462·4	104·4	.....	145·6	5603	224·3	169·9	296	189·5	.....	.....
February	115·5	113·4	457·2	104·7	123	146·0	5614	223·9	169·5	296	188·9	.....	.....
March	114·8	113·6	449·9	105·4	.....	145·2	5613	224·4	169·3	299	189·4	2558	1307
April	114·6	113·7	449·1	106·4	.....	144·7	5668	224·2	168·8	299	189·9	.....	.....
May	114·4	114·0	448·6	106·0	126	145·5	5702	224·4	169·5	295	190·7	.....	.....
June	114·9	114·5	449·4	106·6	.....	145·4	5718	224·1	169·7	293	193·6	2586	1322
July	115·4	114·7	447·5	106·6	.....	143·7	5633	223·3	169·5	296	192·7	.....	.....
August	115·7	115·0	450·6	105·9	125	143·1	5617	224·0	169·7	295	195·8	.....	.....
September	116·2	115·2	452·8	105·7	.....	141·0	5642	224·0	170·2	295	196·5	2618	1337
October	116·7	115·4	.....	105·7	.....	141·0	5664	224·2	170·4	297	196·0	.....	.....
November	116·2	115·0	.....	106·0	125	141·3	(n) 5691	224·1	170·4	(o)	193·6	.....	.....
December	115·8	114·9	.....	105·6	.....	142·1	.....	.....	170·1	294	191·9	.....	.....
1954 January	115·7	.....	.....	.....	.....	143·2	.....	.....	.....	292	192·9	.....	.....
February	115·5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918–49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926–46 are on base July, 1914 = 100. (i) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June–December. (l) Average of quarterly indexes. (m) Annual averages 1939–1950 are on base 1938 = 100. (n) Revised.
(o) Not available.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

—	1913	1918	1929	1933	1939	1951	1952	Jan. 1953	Dec. 1953	Jan. 1954
All Commodities Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	240·2	226·0	221·5	219·0	219·8
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	218·6	210·3	202·0	197·7	201·3
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	297·7	248·2	239·3	239·1	245·0
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	295·9	251·5	240·3	235·3	234·5
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	295·5	291·0	289·8	285·0	284·5
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	208·7	219·0	221·5	222·0	216·1
*VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	180·6	172·9	169·6	166·1	165·6
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	169·8	173·9	175·3	179·1	179·3
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	187·3	180·1	177·0	174·2	175·4
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	237·9	218·7	209·4	240·4	206·5
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	242·4	230·7	229·0	227·6	227·8
Non-Residential Building Materials (1949 = 100)	.....	.....	.....	.....	60·3	118·6	123·2	124·4	123·6	123·2
Residential Building Materials	.....	.....	112·4	89·0	102·3	286·2	284·8	283·7	278·2	277·3
Canadian Farm Products Total	.....	.....	140·8	69·3	92·6	268·6	249·0	230·7	206·8	209·4
Field	.....	.....	137·2	69·3	83·7	200·4	220·5	195·1	151·9	152·5
Animal	.....	.....	144·4	69·2	101·5	336·9	277·5	266·4	261·6	266·3

* Gold is included from 1935 to date.
The indexes for 1953-54 are subject to revision.

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY, 1953-1954†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1954*						
January	24‡	24	10,619‡	10,619	156,969	0·19
February	7	17	749	4,631	52,270	0·06
Cumulative totals	31		11,368		209,239	0·12
1953*						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
Cumulative totals	25		4,584		54,827	0·03

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY 1954 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to February 1954				
MINING—				
Gold miners and mill workers, Pamour, Ont.	1	166	200	Commenced July 11, 1953; for new agreement providing for increased wages, reduced hours from 48 to 44 per week, pay for six statutory holidays, check-off, extension of vacation plan and welfare and pension plans, following reference to conciliation board; terminated February 2; negotiations; compromise.
Gold miners and mill workers, Pamour, Ont.	1	50	1,000	Commenced July 11, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, pay for six statutory holidays, check-off, extension of vacation plan and welfare and pension plans, following reference to conciliation board; terminated February 25; return of workers; in favour of employer.
Gold miners and mill workers, South Porcupine, Ont.	1	415	6,200	Commenced July 13, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, pay for six statutory holidays, check-off, extension of vacation plan and welfare and pension plans, following reference to conciliation board; terminated February 17; negotiations compromise.
Gold and copper miners, mill and smelter workers, Noranda, Que.	1	1,600	19,000	Commenced August 22, 1953; for a new agreement providing for increased wages, check-off and reduced hours from 48 to 40 per week, following reference to arbitration board; terminated February 13; negotiations compromise.
Gold miners and mill workers, Timmins, Ont.	1	230	2,000	Commenced August 25, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, pay for six statutory holidays, check-off, extension of vacation plan and welfare and pension plans, following reference to conciliation board; terminated February 10; conciliation; compromise.
Gold and copper miners, mill and smelter workers, Noranda, Que.	1	572	8,300	Commenced October 2, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; terminated February 17; negotiations; compromise.
Copper miners and mill workers, Normetal, Que.	1	425	6,800	Commenced October 17, 1953; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; terminated February 18; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY 1954 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to February 1954—Concluded				
Copper miners and mill workers, Noranda, Que.	1	347	4,100	Commenced October 21, 1953; for a new agreement providing for increased wages retroactive to Feb. 20, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays, shift differential and welfare and pension plans, following reference to arbitration board; terminated February 13; negotiations compromise.
MANUFACTURING—				
Miscellaneous Wood Products—				
Saw mill workers, Stellarton, N.S.	1	35	800	Commenced October 19, 1953; for a union agreement providing for increased wages, reduced hours from 46¾ to 44 per week with same take-home pay and other changes, following reference to conciliation board; unterminated.
Metal Products—				
Skate factory workers, Kitchener, Ont.	1	42	800	Commenced May 14, 1953; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; partial return of workers; unterminated.
Strikes and Lockouts Commencing During February 1954				
MANUFACTURING—				
Textiles, Clothing, etc.—		(3)		
Carpet factory weavers and creelers, Brantford and Guelph, Ont.	2	92	315	Commenced February 16; for a five-year apprentice period for Wilton weavers in new agreement under negotiations, following reference to conciliation board; terminated February 19; return of workers pending reference to arbitration; indefinite.
Cotton factory workers, Welland, Ont.	1	45	250	Commenced February 19; dispute over sharing part-time work; terminated February 26; return of workers; in favour of employer.
Women's clothing factory workers, Montreal, Que.	1	12	45	Commenced February 23; protesting dismissal of three workers, unterminated.
Metal Products—				
Aluminum plant office workers, Arvida, Que.	1	310	750	Commenced February 25; for a union agreement providing for increased wages, following reference to arbitration board; unterminated.
TRANSPORTATION AND PUBLIC UTILITIES—				
Electric Railways and Local Bus Lines—				
Bus drivers and maintenance men, Saint John, N.B.	1	125	750	Commenced February 19; for a new agreement providing for increased wages and other changes, following reference to conciliation board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY 1954 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During February 1954—Concluded				
TRADE—				
Wholesale produce warehouse workers, Chicoutimi, Que.	3	75	560	Commenced February 11; for a new agreement providing for increased wages, reduced hours from 47½ to 44¾ per week and other changes, following reference to arbitration board; terminated February 19; conciliation; compromise.
SERVICE—				
Business and Personal—				
Hotel employees, Medicine Hat, Alta.	5	91	400	Commenced February 23; for a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to arbitration board; unterminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 721 indirectly affected.

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1953, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects	....	....	....	....	2	....	.....	.....	....	....	....	....	2
Struck by	5	20	....	13	17	19	2	8	3	....	2	....	89
(a) Tools, machinery, cranes, etc.	....	1	....	2	4	3	.....	3	1	....	....	....	14
(b) Moving vehicles	1	....	....	1	2	4	.....	3	1	....	1	....	13
(c) Other objects	4	19	....	10	11	12	2	2	1	....	1	....	62
Caught In, on or Between Machinery, Vehicles, etc.	2	1	....	5	12	4	.....	.....	....	....	1	....	25
Collisions, Derailments, Wrecks, etc.	11	5	3	5	4	11	.....	26	10	....	6	....	81
Falls and Slips	1	6	3	4	7	23	1	4	2	3	....	....	54
(a) Falls on same level	....	....	....	....	1	1	.....	.....	....	1	....	....	3
(b) Falls to different levels	1	6	3	4	6	22	1	4	2	2	....	....	51
Conflagrations, Temperature Extremes and Explosions	2	1	....	6	4	5	.....	1	....	....	....	....	19
Inhalation, Absorptions, Asphyxiation, etc.	....	....	2	8	6	....	.....	.....	....	....	....	....	16
Electric Current	2	....	....	1	2	3	3	1	....	....	1	....	13
Over-exertion and Industrial Diseases	....	2	....	....	7	2	.....	5	2	....	3	....	21
Miscellaneous Accidents	....	....	....	1	....	....	.....	1	1	1	....	....	4
Total, Fourth Quarter—1953	23	35	8	43	61	67	6	46	18	4	13	....	324
Total, Fourth Quarter—1952	26	49	5	33	52	65	14	71	11	....	18	....	344

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1953

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	....	....	....	2	4	11	1	1	4	....	....	23
Logging	1	....	1	....	11	4	....	1	4	12	1	35
Fishing and Trapping	....	....	6	....	....	2	....	....	....	....	....	8
Mining and Quarrying	....	....	2	....	3	9	4	2	14	9	....	43
Manufacturing	....	1	3	1	14	35	....	....	2	5	....	61
Construction	3	....	2	1	20	20	3	1	7	10	....	67
Electricity, Gas, Water Production and Supply	....	....	....	....	3	1	1	....	....	1	....	6
Transportation, Storage and Communications	....	....	3	....	11	11	3	2	6	10	....	46
Trade	....	....	1	....	5	8	....	2	2	....	....	18
Finance	....	....	....	....	3	1	....	....	....	....	....	4
Service	....	....	....	....	1	2	1	2	3	4	....	13
Unclassified	....	....	....	....	....	....	....	....	....	....	....	....
Total	4	1	18	4	75	104	13	11	42	51	1	324

MAY 15, 1954

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

REPORTS from almost all parts of the country indicate that activity in April increased – but more slowly than in recent years. Cold weather, which retarded expansion of outdoor activities, and reduced hirings in a number of manufacturing industries, contributed to the slower-than-usual rise in employment. As a result of lower labour requirements, unemployment decreased more slowly than last year and the spring increase in the labour force was also smaller than usual. Labour surpluses remained well above last year's in most labour market areas.

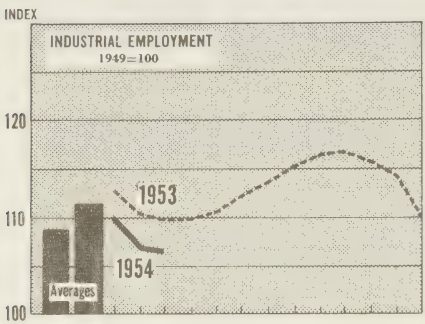
Weather conditions which delayed agriculture and construction in many areas, were the most important retarding factors but in addition, hiring for lake and rail transportation also appeared to be on a smaller scale than in former years. Coal-mining lay-offs in some centres of Alberta and reduced manufacturing in a number of areas in Ontario offset and, in some cases, outweighed the upswing in outdoor activities.

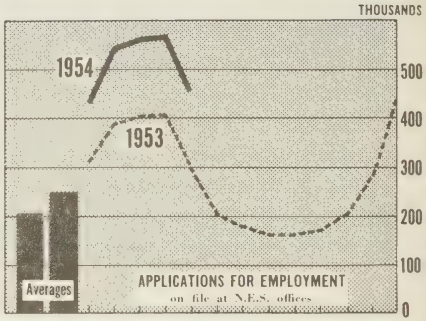
After declining steadily since last summer, and in particular during the winter months of seasonal inactivity, the number of persons with jobs began to climb again in April. The monthly survey of the Dominion Bureau of Statistics estimates that persons with jobs totalled 4,954,000 at April 17. This was a gain of 36,000 during the month but 20,000 less than the increase that occurred in the same month last year.

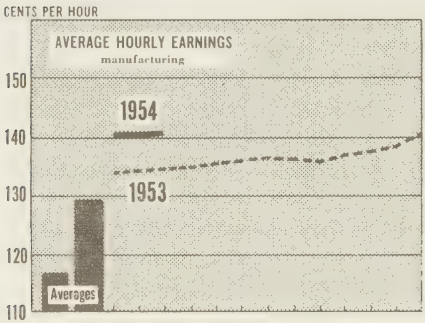
The seasonal increase of 21,000 in the labour force during April was smaller than the increase in employment, so that the number of persons without jobs and seeking work fell from 318,000 to 303,000 at April 17, a total 138,000 greater than at the same date in 1953. This year-to-year difference was the combined result of an increase of 16,000 in the labour force and a decrease of 122,000 in the number of persons with jobs.

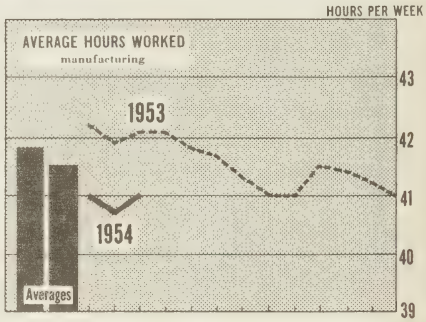
A Monthly *Labour Gazette* Feature

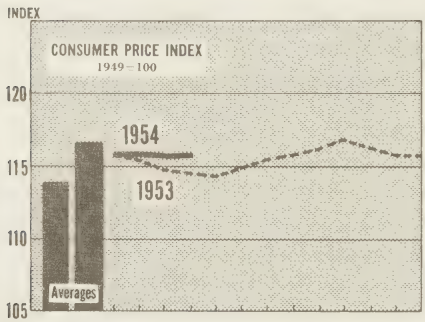
CURRENT LABOUR TRENDS

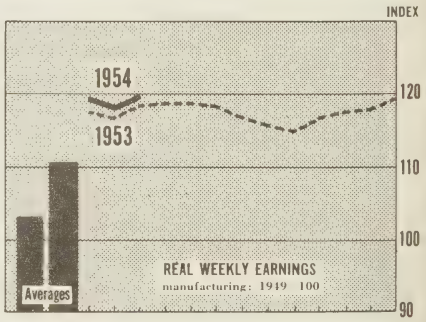


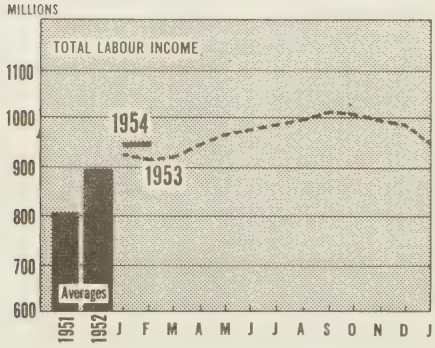


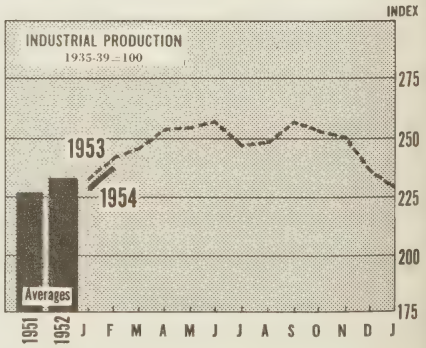












A similar picture emerges from the records of the National Employment Service offices. At mid-April, applications for employment numbered 549,000, a decrease of 20,900 from the total at March 18 but an increase of 176,000 over the same date in 1953.

The seasonal peak in job applications was reached during the last half of March in the three eastern regions. This late date is not unusual in the Atlantic and Quebec regions, where large numbers of pulpwood workers are released during the spring thaw. In Ontario, however, the peak occurred about a month later than the average in the preceding five years, the main reason being a combination of relatively heavy lay-offs in some manufacturing industries and delays in beginning construction. In the two western regions, job applications reached a peak in February; by the middle of April, the totals had declined moderately in the Prairie Provinces and by about one-third in British Columbia.

Despite the delay in construction imposed by weather conditions, the construction program in Canada during 1954 is expected to be on about the same scale as last year. According to the annual survey carried out by the Department of Trade and Commerce, total new construction spending during this year will amount to nearly $3.9 billion, a year-to-year increase of about six per cent. Increased outlays for housing, office building, retail trade outlets and institutions are expected to more than offset expected declines in construction for heavy industry.

Construction contracts awarded during the first quarter of 1954, however, were somewhat lower in value than those awarded during the same period in 1953 but the monthly trend confirms the predicted pattern of investment. The value of residential contracts awarded during the first quarter, for example, was higher than in the same quarter last year, while that of engineering contracts – a smaller portion in terms of employment – was considerably lower.

Consumption expenditures were being maintained and it is perhaps noteworthy that during the first quarter of 1954, in the face of declining employment, the level of retail sales was close to last year's. Total sales during the quarter were 1.2 per cent below those in the same quarter in 1953. In clothing and motor vehicle manufacturing, however, sales values were significantly below the 1953 levels throughout the period and year-to-year declines of 6.5 and nine per cent respectively were recorded.

Retailers and wholesalers met with some success in reducing inventories. In the case of department stores, the value of stocks at the end of February 1954 was only 1.5 per cent higher than that at the same date in 1953 and represented a considerable reduction from the position a few months earlier. Stocks in the hands of a selected group of wholesalers surveyed by the Bureau of Statistics were slightly lower in value than at the end of March last year. At the manufacturers' level, however, inventory adjustments were still in progress, particularly in the durable goods group, where numerous plants were operating at reduced employment levels.

Labour-Management Relations

BY the middle of this month no settlements had yet been reached in important labour-management bargaining affecting the railway, basic steel, automobile manufacturing and electrical apparatus industries, in which negotiations have been under way since earlier in the year (L.G., March, pp. 332-33). Bargaining had, however, become more widespread between construction unions and contractors and a number of settlements were reached during the past month, particularly in western Canada. A few agreements were also concluded covering municipal governments and their employees, although in a number of larger cities bargaining is still in progress. There was little strike action during the period.

Negotiations were opened recently in the West Coast logging and lumbering industry. Furthermore, in addition to bargaining which has been under way at the Ford Motor Company of Canada for some time, negotiations were scheduled early this month covering the Chrysler Corporation of Canada, Limited. Contract talks were also reported for important sections of the non-ferrous metal mining and smelting industry.

Recent Wage Rate Changes

Statistical information now available indicates a continuation of the more moderate upward trend that has characterized wage changes in the last year and a half (see accompanying table).

According to preliminary tabulations from a survey of 15,000 establishments, the Department's index of wage rates rose 3.6 per cent from October 1952 to October 1953. This compares with a rise of eight per cent in the year ending October 1952 and 13 per cent in 1951.

Information as to wage trends over the six-month period from October 1953 to April 1954, available from a sample survey covering some 800 representative establishments, shows that during this period the index rose 1.6 per cent.

Recent Collective Bargaining

Railways. A Board of Conciliation dealing with the dispute between the Canadian railways and 16 unions representing 145,000 non-operating employees reported to the Minister of Labour during April.

Indexes of Wage Rates for Six Major Industrial Divisions (1939=100)

Industry	Indexes			Per Cent Increase	
	October 1952	October * 1953	April ** 1954	Oct./52–Oct./53	Oct./53–Apr./54
Logging	293.8	298.8	301.1	1.7	0.8
Mining	238.7	240.8	243.0	0.9	0.9
Manufacturing	277.6	289.3	292.7	4.2	1.2
Construction	235.2	248.4	249.7	5.6	0.5
Transportation and Communication	237.2	240.5	242.9	1.4	1.0
Service (Laundries)	239.6	249.2	256.4	4.0	2.9
General Average	263.3	272.7	275.9	3.6	1.2

*Preliminary figures from annual survey of approximately 15,000 establishments.

**Sample survey of 800 establishments.

The Board, composed of the Hon. Mr. Justice R.L. Kellock, chairman, Marshall M. Porter, QC., representing the companies, and A.J. Wickens, QC., representing the unions, was appointed following unsuccessful negotiations late last year. Three reports resulted from the hearings of the Board, one from each member. The representative of the companies submitted that none of the demands of the union could be justified at this time. The chairman and the employee representative were able to agree only to a limited extent.

On the request of the unions for eight paid statutory holidays and such other days as may be proclaimed to be holidays by the Federal Government, the chairman recommended that three statutory holidays be granted; the employee representative favoured the granting of seven, plus such other days as may be proclaimed to be holidays by the Federal Government. The chairman recommended pro-rata rates for work on paid statutory holidays; time and one-half was recommended by Mr. Wickens. The unions had requested pay at double the regular rate. The unions had also proposed that the premium rate be paid for not less than eight hours. Mr. Justice Kellock felt that present minimum allowances of two, three, or four hours are adequate and Mr. Wickens proposed a normal minimum of four hours.

Dealing with union proposals that annual vacations increase from 10 days after one year's service to 20 days after 15 years, the chairman recommended a change in the present plan to allow three weeks after 25 years of service. Mr. Wickens proposed one week after one year and two weeks after two years of service for hourly-rated employees (monthly-rated employees at present receive two weeks after one year), and three weeks after 15 years for all employees. Both recommended against the union request for 18 days' sick leave with pay, although both suggested that the parties should consider a contributory sickness and accident benefit plan. They also recommended against a demand that premium rates be paid for work performed on Sundays by employees ordinarily scheduled to work that day.

The report of the Board comprised the recommendations of the chairman, together with those of the unions' nominee to the extent that the latter coincided with and did not go beyond the recommendations of the chairman. The Negotiating Committee of the unions did not accept this view; it stated that the unions had exhausted the procedure under the labour legislation and felt they were now free to pursue the matter as provided by their respective constitutions. The employers notified the Minister of Labour that their financial position did not permit them to grant any of the unions' requests.

Automobiles. The United Automobile Workers of America (CIO-CCL) was reported to be seeking a 30-cent-an-hour increase at the Chrysler Corporation of Canada, Limited. This corresponds with a demand made earlier on the Ford Motor Company of Canada. Other benefits sought in the Chrysler bargaining include increased payments in the health and welfare plan, a greater number of statutory holidays and an improved vacation plan. Meanwhile differences between the union and the Ford Motor Company have been referred to a conciliation board.

Electrical Appliances. In this industry the main bargaining now in progress concerns Canadian General Electric Limited at Toronto and the United Electrical, Radio and Machine Workers of America (indep). The contract between the union and another major company, Westinghouse Company of Canada, Limited, at Hamilton, does not expire until early in 1955.

Construction. Widespread bargaining, covering building tradesmen represented by the AFL-TLC unions, resulted in a number of settlements during the past few weeks. In the Vancouver area, agreements were reached for most of the trades and, in general, wage increases of approximately five cents an hour were agreed upon. Carpenters in Calgary, Edmonton and Lethbridge negotiated new agreements that provide some changes in fringe benefits but no increases in wages.

Logging and Lumbering. Negotiations began about the middle of April between Forest Industrial Relations, Limited, representing approximately 160 West Coast logging and lumber operators, and the International Woodworkers of America (CIO-CCL), representing more than 30,000 workers. By the middle of this month negotiations had become deadlocked and a request was made for the intervention of a provincial conciliation officer. The union did not request an increase in wage rates but proposed substantial changes in such items as statutory holidays, union security, seniority, medical benefits and transportation expenses. Major differences appear to have arisen over the question of union security.

Labour Organization

Labour union members in Canada numbered 1,267,911 at January 1, 1954, according to the Department's annual survey of labour organization (see table below). Complete results of the survey will be contained in the *Forty-Third Annual Report on Labour Organization in Canada* to be published later this year.

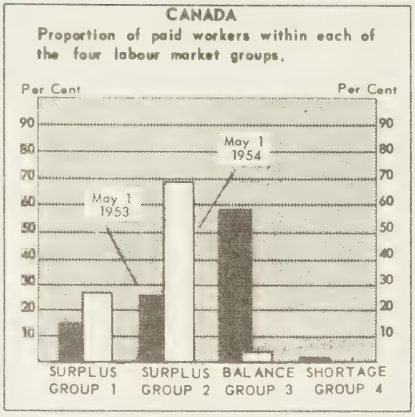
Congresses and Unaffiliated Union Groups	Membership	
	Jan. 1, 1954	Jan. 1, 1953
Trades and Labor Congress of Canada	596,004	558,722
Canadian Congress of Labour	360,782	352,538
Confédération des Travailleurs Catholiques du Canada, Inc.	100,312	104,486
American Federation of Labor only[1]	9,748	10,524
Congress of Industrial Organizations only[2]	2,430	3,000
Unaffiliated international railway brotherhoods	40,922	41,751
Other unaffiliated international unions	62,127	61,935
Other unaffiliated associations, unions and groups	95,586	86,758
Totals	1,267,911	1,219,714

[1]Unions affiliated with the American Federation of Labor but not with the Trades and Labor Congress of Canada.

[2]Unions affiliated with the Congress of Industrial Organizations but not with the Canadian Congress of Labour.

Manpower Situation in Local Areas

THE seasonal upturn in activity during April reduced surplus labour supplies in most of the country's labour markets but at a slower rate than last year. Altogether, labour supply changed sufficiently to cause the reclassification of 19 labour market areas. As a result the number of substantial labour surplus areas fell during the month from 54 to 44, the moderate surplus areas increased from 51 to 56 and the balanced areas from four to nine.



None of the metropolitan areas and only one of the major industrial areas moved into the balanced category. Consequently, the nine areas in balance represented only four per cent of more than 4,000,000 workers in the 109 areas surveyed; in April last year 40 areas were in balance, representing 58 per cent of the wage-earner total. On the other hand, the 44 areas with substantial labour surpluses accounted for 27 per cent of all wage earners; last year 26 areas accounting for 15 per cent of all wage earners were in this category.

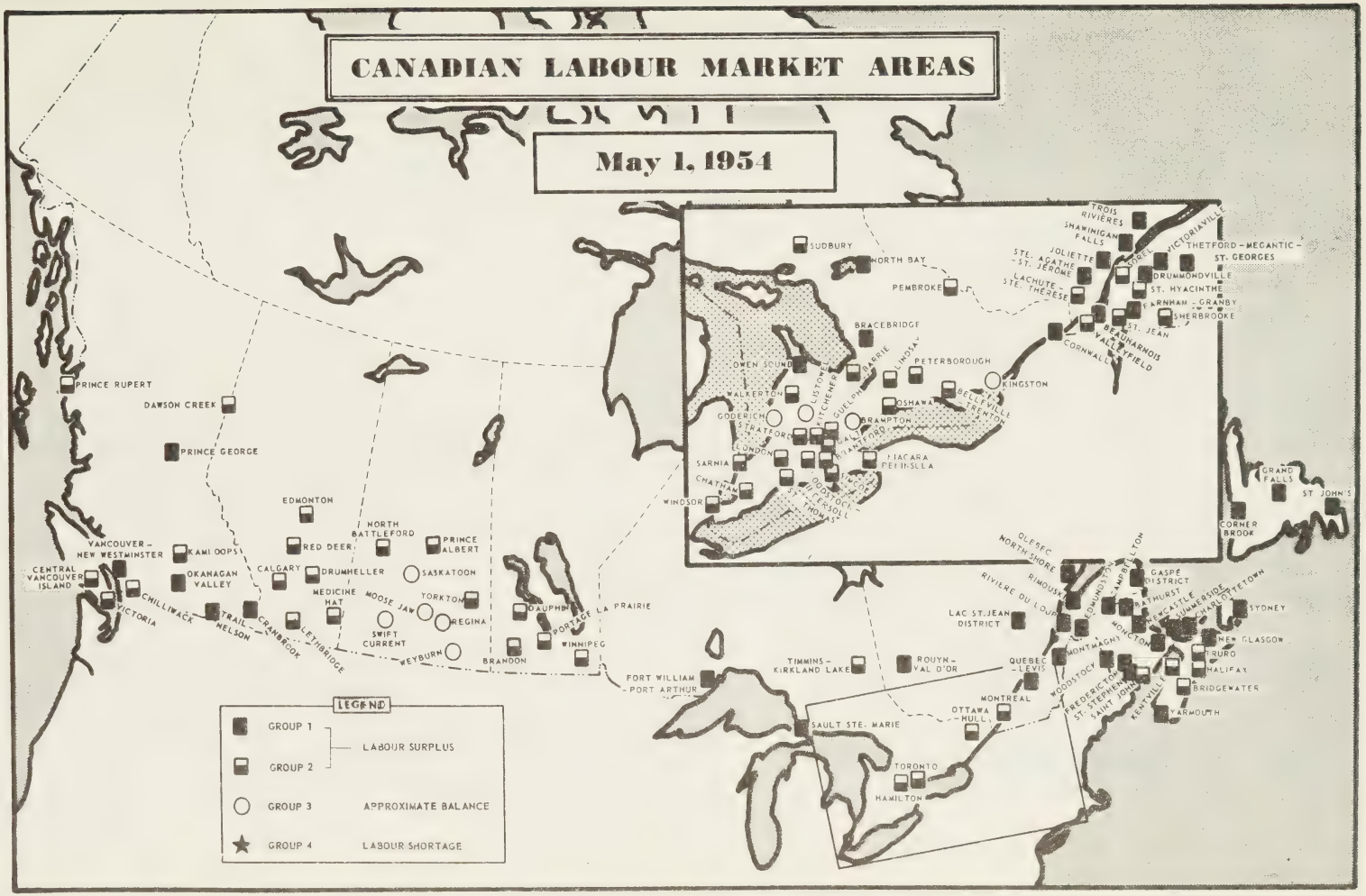
The slight increase in activity during April was distributed fairly evenly among the various regions. In the Quebec and Atlantic regions, increasing activity in construction, fishing and shipping reduced the substantial labour surpluses that still existed in most areas. An increase in outdoor activity also occurred in Ontario, although its effect was partly offset by further lay-offs in manufacturing. In the Prairie Provinces, cold weather delayed the usual upswing in agriculture and construction.

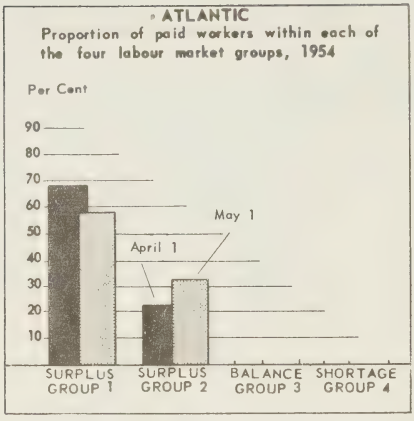
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	May 1 1954	May 1 1953	May 1 1954	May 1 1953	May 1 1954	May 1 1953	May 1 1954	May 1 1953
Metropolitan	3	2	8	2	–	7	–	–
Major Industrial	12	9	14	9	1	8	–	1
Major Agricultural	3	2	8	5	3	7	–	–
Minor	26	13	26	26	5	18	–	–
Total	44	26	56	42	9	40	–	1

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, May 1, 1954

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec – Levis St. John's Vancouver – New Westminster	Calgary Edmonton Hamilton Montreal Ottawa – Hull Toronto Windsor Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000–75,000: 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham – Granby Fort William – Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn – Val d'Or Shawinigan Falls Sydney Trois-Rivières	Brantford Guelph Halifax Kitchener London Niagara Peninsula Oshawa Peterborough Saint John Sarnia Sherbrooke Sudbury Timmins – Kirkland Lake Victoria	Kingston	
MAJOR AGRICULTURAL AREAS (labour force 25,000–75,000: 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Thetford – Megantic – St. Georges	Barrie Brandon Chatham Lethbridge North Battleford Prince Albert Red Deer Yorkton	Moose Jaw Regina Saskatoon	
MINOR AREAS (labour force 10,000–25,000)	Bathurst Beauharnois Bracebridge Campbellton Cranbrook Drummondville Edmundston Fredericton Gaspé Grand Falls Montmagny Newcastle North Bay Okanagan Valley Owen Sound Prince George Quebec North Shore Rimouski Sault Ste. Marie Ste. Agathe – St. Jérôme St. Stephen Summerside Trail – Nelson Victoriaville Woodstock, N.B. Yarmouth	Belleville – Trenton Bridgewater Central Vancouver Island Chilliwack Dauphin Dawson Creek Drumheller Galt Kamloops Kentville Lachute – Ste. Thérèse Lindsay Medicine Hat Pembroke Portage la Prairie Prince Rupert Simcoe Sorel St. Hyacinthe St. Jean Stratford St. Thomas Truro Valleyfield Walkerton Woodstock – Ingersoll	Brampton Goderich Listowel Swift Current Weyburn	


CANADIAN LABOUR MARKET AREAS
May 1, 1954
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER – NEW WESTMINSTER
KAMLOOPS
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
RED DEER
NORTH BATTLEFORD
PRINCE ALBERT
CALGARY
DRUMHELLER
SASKATOON
MEDICINE HAT
MOOSE JAW
YORKTON
REGINA
SWIFT CURRENT
VICTORIA
CHILLIWACK
TRAIL – NELSON
CRANBROOK
LETHBRIDGE
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
FORT WILLIAM – PORT ARTHUR
SUDBURY
NORTH BAY
PEMBROKE
BRACEBRIDGE
OWEN SOUND
PETERBOROUGH
KINGSTON
WALKERTON
GODERICH
STRATFORD
LISTOWEL
KITCHENER
GUELPH
BARRIE
LINDSAY
OSHAWA
BRAMPTON
GALT
BRANTFORD
LONDON
NIAGARA PENINSULA
SARNIA
CHATHAM
WINDSOR
ST. THOMAS
OODSTOCK
TILLSONBURG
TROIS RIVIERES
SHAWINIGAN FALLS
JOLIETTE
STE. AGATHE – ST. JEROME
LACHUTE – STE. THERESE
VICTORIAVILLE
THETFORD – MEGANTIC
ST. GEORGES
DRUMMONDVILLE
ST. HYACINTHE
ARNHAM – GRANBY
SHERBROOKE
ST. JEAN
BEAUHARNOIS VALLEYFIELD
CORNWALL
GRAND FALLS
ST. JOHN'S
CORNER BROOK
OLERET
NORTH SHORE
RIMOUSKI
RIVIERE DU LOUP
LAC ST. JEAN DISTRICT
GASPÉ DISTRICT
BATHURST
NEWCASTLE
SUMMERSIDE
CHARLOTTETOWN
SYDNEY
NEW GLASGOW
MONCTON
TRURO
HALIFAX
BRIDGEWATER
YARMOUTH
WOODSTOCK
FREDERICTON
ST. STEPHEN
SAINT JOHN
KENTVILLE
TIMMINS – KIRKLAND LAKE
ROUYN – VAL D'OR
QUEBEC – LEVIS
MONTMAGNY
MONTREAL
OTTAWA – HULL
SAULT STE. MARIE
TORONTO
HAMILTON
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE



SEASONAL expansion of employment began in the Atlantic region during April but the total gain during the month was small and stemmed chiefly from the seasonal renewal of many outdoor activities. Employment rose somewhat less than usual for the month partly because of adverse weather conditions. Most of the increase occurred in the construction, fishing and trucking industries but the strengthening of the demand for labour in these industries was partly offset by further employment reductions in the logging industry. The level of unemployment, however, decreased slightly following the opening of Great Lakes shipping, which resulted in the annual migration to inland ports of seamen and longshoremen. Reflecting these developments, the number of persons working full or part time increased by 5,000 in the four-week period ending April 17. The total was still 17,000 below the figure at the corresponding date last year.

Total non-agricultural employment in the region was slightly lower than last year. However, the trends within the region were mixed and the extent of the decrease differed in the various provinces. Coal mining, iron and steel manufacturing and construction showed sizable year-to-year reductions but pulp and paper mills and transportation equipment manufacturing were more active than last year. The greatest year-to-year changes occurred in Nova Scotia and Newfoundland, where decreases of three and five per cent of the labour force, respectively, were recorded.

The slight increase in employment during April resulted in the reclassification of only three areas. With these changes, five areas were in the moderate and 16 in the substantial surplus categories at May 1. A year earlier, eight areas had moderate and 11 had substantial labour surpluses, while two had labour demand and supply in approximate balance.

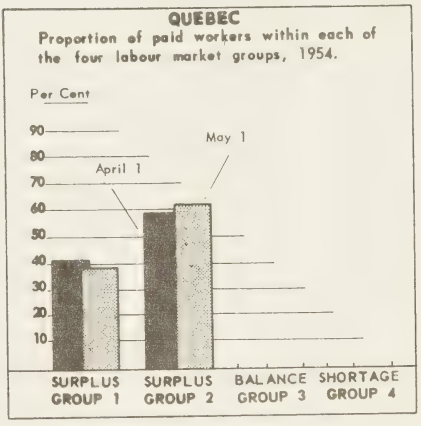
Metropolitan and Major Industrial Areas. A substantial labour surplus continued in St. John's during April, as industry generally failed to show much of a spring pick-up. Logging employment declined again during April and construction, fishing, trucking and navigation moved very little from the low employment levels of the previous month. Labour requirements are expected to increase sharply, however, when these activities get into full swing later this month.

Little change occurred in the labour markets of the major industrial areas during March as continuing cold weather retarded the seasonal upswing in construction employment. The demand for longshoremen in Halifax and Saint John decreased during the month, following the opening of inland navigation. On the other hand, activity increased at the Sydney summer port. Slight increases occurred in fishing and some lines of manufacturing.

Major Agricultural and Minor Areas. Bridgewater, Kentville and Truro moved from the substantial to the moderate surplus categories during April as employment levels increased slightly in logging, construction and trucking. The substantial labour surpluses which existed in the remaining 11 areas during March continued during April, since agriculture, fishing and construction were still seasonally slack. A seasonal upswing in employment was expected in canning and processing plants following the opening of the fishing season.

QUEBEC

EMPLOYMENT increased gradually in the Quebec region during April as outdoor activities either got under way or expanded. Construction activities picked up, particularly in the southern areas where the weather was more favourable. Resumption of water transport on the St. Lawrence provided the usual increase in jobs for seamen, longshoremen and stevedores and there was some further activity in the logging industry, where men were returning to the woods for the river drive. From March 20 to April 17 persons at work in the region increased by 11,000 to 1,365,000.



While expansion was taking place along the usual seasonal lines, it appeared to be slower than last year; in addition, the less seasonal industries were failing to show their usual strength. Employment in the clothing and boot and shoe manufacturing industries increased slightly during the winter and early spring months but textile manufacturers were still laying off workers and continuing short-time activities. Reflecting this, the number of persons at work in the region showed a year-to-year decrease of 43,000

Although increased seasonal activity resulted in a decline in labour surpluses in all areas, substantial surpluses continued in 17 of the 24 areas in the region. St. Hyacinthe and Valleyfield were reclassified during the month from the substantial to the moderate surplus category, bringing the total in this group to seven; however, no areas yet had a balanced employment market.

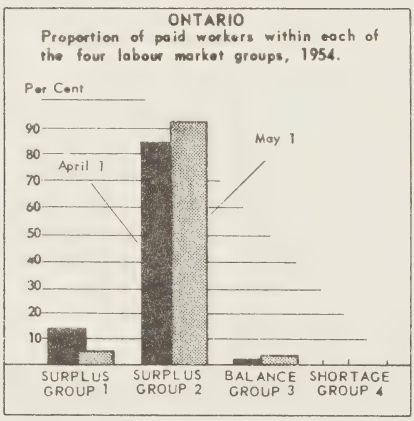
Metropolitan Areas. Labour surpluses declined further in Montreal during April although there was still little re-hiring in the manufacturing industries. Labour demand, however, was increasing seasonally, particularly in construction, where an estimated $62 million will be spent in the metropolitan area. This is a larger amount than was invested in the previous year but most of the increase will result from extensive expansion of oil refineries for which the demand for construction labour will be small.

Most of the unemployed seamen had been rehired in Quebec City by the end of April but construction activities were just getting under way and many building tradesmen were still without work. Surpluses of loggers were decreasing as men were being hired for river driving operations.

Major Industrial Areas. Frost and cold weather continued to hold back construction activities in Trois Rivières and in northern industrial centres but the river drive was beginning and the large labour surpluses that developed during the winter months were gradually decreasing. In Rouyn, mining production was returning to normal but the loss of income resulting from the four-month strike was still being felt and economic activity showed little change during the month. At the same time, continued slackness in the textile industry in Sherbrooke largely offset the improvement resulting from the pick-up in construction activities in the area.

Major Agricultural and Minor Areas. An increase in construction and other seasonal activities resulted in the reclassification of the St. Hyacinthe and Valleyfield areas from the substantial to the moderate surplus category. In most areas, however, weather conditions retarded outdoor activities, particularly farming. Furthermore the Gaspé, North Shore and nearby areas were feeling the effects of the completion of the Sept Iles-Knob Hill railway and the consequent drop in demand for construction labourers. Seven of the 12 areas continued to have substantial surpluses of labour.

ONTARIO



ECONOMIC activity increased seasonally in the Ontario region during April but not as rapidly as last year. After a slight drop in March, the number of persons working increased to 1,817,000 in the week of April 17, a gain of 16,000 during the preceding two months. This was less than half the increase that occurred during the same period last year. The April employment total was 27,000 greater than at the same date last year but at the same time, the labour force increased by 60,000. Consequently, the level of unemployment in the region was about twice as high as last year, although as a proportion of the labour force it was still lower than in any other region.

Employment in almost all manufacturing industries continued to lag behind the rising levels of 1953. During March, year-to-year gains were still recorded in motor vehicles, electrical apparatus and paper products, although the margins were smaller than in the previous month. Employment in the remaining groups was lower than a year earlier by five per cent in rubber products, eight per cent in iron and steel products, 11 per cent in clothing and 20 per cent in textiles. Preliminary reports for April show

that more than 4,000 workers were released from the motor vehicle, iron and steel products, electrical apparatus and textile industries, although these lay-offs were more than offset by seasonal increases in other manufacturing and non-manufacturing industries.

Seasonal employment increases, particularly in construction, were reflected in a moderate reduction in the available supply of workers during the month. Three areas moved from the moderate surplus to the balanced category and two from the substantial to the moderate surplus category. At May 1, five areas had substantial labour surpluses, 25 had moderate surpluses and four were in balance. At the same time last year, there were no areas with substantial surpluses, 11 with moderate surpluses and 22 in balance.

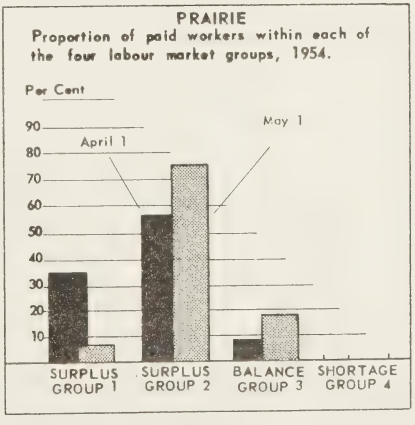
Metropolitan Areas. In Windsor, the transfer of automobile assembly operations to Oakville, together with a lower rate of truck production, resulted in the lay-off of more than 1,000 workers, which outweighed hirings in other local industries. Lay-offs continued in Hamilton during the month but an increase in building activity reduced the labour surplus from substantial to moderate proportions. In Toronto and Ottawa-Hull labour demand increased gradually.

Major Industrial Areas. The labour requirements of a new chemical plant now under construction in Kingston caused this area to shift from the moderate surplus to the balanced category. In Cornwall, the substantial surplus resulting from the closure of the Stormont textile mill in March persisted through April. Lay-offs in manufacturing slowed the seasonal upswing in London, Galt, Kitchener and the Niagara Peninsula.

Major Agricultural and Minor Areas. Increasing activity in agriculture and construction absorbed the excess labour supply in Goderich and Listowel and reduced the surplus in Pembroke. In most of the remaining areas employment gradually increased. The exception was St. Thomas, where lay-offs in manufacturing resulted in a moderate increase in the available labour supply.

PRAIRIE

COLD weather prevailed in the Prairie Provinces throughout April, delaying the beginning of construction projects and agricultural operations by two to three weeks. The number of persons working full or part time increased by 2,000; in the same period last year the increase was 37,000. As a result, the gap between the number of persons at work this year and last widened to 52,000.



The slow start in agriculture accounted for more than half the year-to-year employment drop, which should, however, be made up when

spring seeding gets under way this month. Construction programs were also slow in starting. Investment intentions, as surveyed at the end of 1953, indicate an eight-per-cent increase in construction this year but at the first of March construction employment in the region was seven per cent lower than last year. Employment decreased slightly over the year in manufacturing and dropped 14 per cent in Alberta coal mines.

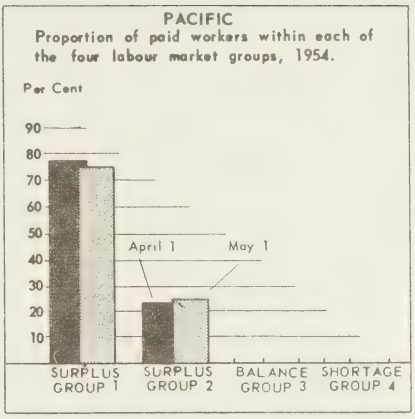
During the month, three areas moved from the moderate surplus to the balanced labour market category and two from the substantial to the moderate surplus category. This left only one area (Fort William-Port Arthur) with a substantial surplus at the end of April. Fourteen areas, including the three metropolitan centres, had moderate surpluses, and five were in balance.

Metropolitan and Major Industrial Areas. A notable influx of construction workers into the major centres continued during April but weather delayed the starting of many projects and at the same time reduced the movement of labour to farming areas. About 250 workers were laid off from the railway shops in Winnipeg but other activities increased sufficiently to bring this area from the substantial to the moderate surplus category. The employment level during March was the same last year in Calgary, two per cent lower in Winnipeg and four per cent lower in Edmonton. The principal contributing factor in Edmonton was a year-to-year decline of 27 per cent in construction while in Winnipeg, it was the decrease in manufacturing employment, notably clothing (down 14 per cent), transportation equipment (down 10 per cent) and iron and steel products (down 5 per cent).

Unemployment in Fort William-Port Arthur remained the highest of any area in the region. This was partly because of a temporary release of woods workers, many of whom will be rehired in May to transfer the winter's cut to the mills. Lay-offs for re-tooling also occurred at the Fort William aircraft plant. The beginning of navigation resulted in the recall of some transportation and grain elevator crews but, because of the slow movement of grain, activity in these industries was far below normal.

Major Agricultural and Minor Areas. The slow upturn in agricultural and other outdoor activities was reflected in a reduction in the available supply of labour in these areas. The surplus in Portage la Prairie was reduced from substantial to moderate proportions; Moose Jaw, Saskatoon and Swift Current moved into the balanced category. Alberta coal mining areas were exceptions to the general upswing in the region. In these areas, the effect of the seasonal contraction in demand for coal was accentuated by the gradual decline in the industry that has resulted from the increasing use of oil and other fuels. Coal mining lay-offs in March and April involved well over 1,000 workers. The centres most seriously affected were Drumheller, Brazeau and areas in the Crow's Nest Pass. Because there is little alternative employment in some of these areas, the provincial Government of Alberta authorized the expenditure of $100,000 for rehabilitating workers laid off from coal mines.

EMPLOYMENT continued to increase gradually in the Pacific region during April as weather and road conditions slowly improved. The continuance of cold weather and the imposition of road haulage restrictions in some areas limited the normal seasonal increase in logging, sawmilling and construction. However, some improvement occurred during the month in the construction and metalworking industries. The number of persons working increased from 391,000 in March to 393,000 at April 17. This increase was considerably smaller than last year, and the total number of persons at work was still 11,000 lower than in April 1953.



In the plywood industry, production increased to about the level of last fall, pulp and paper mills continued to operate at capacity and some improvement occurred in several other phases of manufacturing. Lay-offs occurred, however, in shipbuilding. Wholesale and retail sales were generally sustained, while department store sales, in the week ending May 1, were nearly four per cent higher than in 1953.

The increase in labour demand in April, although limited, was fairly general in most labour market areas. The Prince George area, where the spring break-up was responsible for a sharp decline, was the major exception. The only market area to be reclassified during the month was Chilliwack, which moved from the substantial to the moderate labour surplus category. At the beginning of May, five areas were in the substantial and five in the moderate labour surplus category. A year earlier, two areas were in the substantial and seven in the moderate surplus category and one area had labour supply and demand in approximate balance.

Metropolitan and Major Industrial Areas. In the Vancouver-New Westminster area, labour demand increased moderately in April. The larger logging firms were increasing production in an effort to provide an adequate log supply for the mills, most of which were operating at full production as export and local sales improved. Construction activity slowly increased. Plywood mills, machine shops, and sheet metal and steel fabricators were busier than in the preceding month. On the other hand, some lay-offs occurred in shipbuilding and flour milling.

In the Victoria area, the logging industry operated fairly steadily in April but employed considerably fewer men than last year. Most sawmills were operating on one shift only. There was some increase in the demand for construction workers during the latter part of the month. In shipbuilding, lay-offs were heavy but towards the end of April some men had been recalled.

Minor Areas. Activity increased in most minor areas but improvement in the logging, sawmilling and construction industries was restricted by adverse weather and road conditions in several areas.

Current Labour Statistics

(Latest available statistics as of May 10, 1954)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	April 17	5,257,000	+ 0.4	+ 0.3
Persons at work 35 hours or more	April 17	2,890,000[1]	— 35.2	— 37.8
Persons at work less than 35 hours	April 17	1,955,000[1]	+ 465.0	+ 560.5
Usually work 35 hours or more	April 17	1,752,000[1]	+ 1,045.1	+ 1,584.6
On short time	April 17	59,000	— 3.3	+ 145.8
Usually work less than 35 hours	April 17	203,000	+ 5.2	+ 5.7
Persons with jobs not at work	April 17	109,000	— 3.5	— 19.3
Usually work 35 hours or more	April 17	106,000	— 3.6	— 19.1
Usually work less than 35 hours	April 17	*	0.0	0.0
Persons without jobs & seeking work	April 17	303,000	— 4.7	+ 83.6
Persons not in the labour force	April 17	4,901,000	— 0.2	+ 2.9
Registered for work, NES (b)				
Atlantic	April 15	79,762	— 1.4	+ 33.9
Quebec	April 15	194,050	— 2.5	+ 36.0
Ontario	April 15	146,790	— 4.4	+ 86.7
Prairie	April 15	75,483	— 1.4	+ 55.2
Pacific	April 15	52,943	— 11.6	+ 23.2
Total, all regions	April 15	549,028	— 3.7	+ 47.4
Ordinary claims for Unemployment Insurance benefit	April 1	412,999	— 4.4	+ 40.2
Amount of benefit payments	March	$32,160,928	+ 20.6	+ 54.6
Index of employment (1949 = 100)	March 1	106.5	— 0.5	— 3.2
Immigration	March	13,309	+ 94.7	+ 23.0(c)
Industrial Relations				
Strikes and lockouts — days lost	April	24,661	—	+ 111.8(c)
No. of workers involved	April	2,268	—	+ 18.6(c)
No. of strikes	April	33	—	+ 28.8(c)
Earnings and Income				
Average weekly wages and salaries	March 1	$59.30	+ 1.5	+ 3.3
Average hourly earnings (mfg.)	March 1	$ 1.40	+ 0.2	+ 4.7
Average hours worked per week (mfg.)	March 1	41.0	+ 0.7	— 2.6
Average weekly earnings (mfg.)	March 1	$57.69	+ 1.0	+ 2.0
Consumer price index (av. 1949 = 100)	April 1	115.6	+ 0.1	+ 0.9
Real weekly earnings (mfg. av. 1949 = 100)	March 1	119.7	+ 1.1	+ 1.3
Total labour income $000,000	February	947	+ 0.6	+ 2.9
Industrial Production				
Total (average 1935 — 39 = 100)	February	237.4	+ 3.7	— 1.9
Manufacturing	February	248.7	+ 3.6	— 3.7
Durables	February	306.8	+ 2.4	— 6.2
Non-Durables	February	211.5	+ 4.7	— 1.3

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

[1] Good Friday fell in the survey week.

Notes of Current Interest

TLC President Bengough Will Not Seek Re-election

Percy R. Bengough, President of the Trades and Labour Congress of Canada since 1942, has announced that he will not be a candidate for re-election at this year's convention.

Mr. Bengough, 71, has been a union member since 1903, when he joined the Amalgamated Society of Engineers in Britain. He has been an officer of the TLC since 1931, when he was elected one of the labour organization's vice-presidents.

When he came to Canada in 1905, he first did some prospecting and logging in the West and then moved to Vancouver. He later became organizer there for the International Association of Machinists, in which union he still retains membership. He also served as Secretary-Treasurer of the Vancouver, New Westminster and District Trades and Labour Council.

When the late Tom Moore suffered a stroke shortly before the 1942 convention, Mr. Bengough was appointed temporary President for one year pending Mr. Moore's recovery. But Mr. Moore did not recover and Mr. Bengough has been elected President at every convention since then.

Made a Commander of the Order of the British Empire in the Honours List of July 1, 1946, for his "meritorious and distinguished service during the war," Mr. Bengough has received honorary Doctorates in Laws from the University of British Columbia and from St. Francis Xavier University, Antigonish, N.S.

Canadian Labour Groups Make Personnel Changes

A number of changes in the personnel of Canadian labour organizations have taken place recently.

The Trades and Labour Congress of Canada has announced the appointment of Thomas B. Ward, 47, of Flin Flon, Man., to the position of Director of Political Information and Public Relations at national headquarters in Ottawa.

He is a charter member of the North of 53 Trades and Labour Council and was the first President of that body in 1944. He is also a charter member and Past President of the Flin Flon Federal Union No. 172. He has served on the Congress' provincial organizations in both Manitoba and Saskatchewan since 1946.

Mr. Ward was instrumental in the organization of union employees in Sherridon, Lynn Lake and Snow Lake, Man.

During the thirties, Mr. Ward taught school at several places in Saskatchewan.

The Canadian Congress of Labour has announced the appointment of Robert E. Hale, former Director for Alberta-Saskatchewan, to the position of Director of the newly created Prairie Provinces' Region, a consolidation of the Alberta-Saskatchewan and Manitoba organizing districts of the CCL. Headquarters of the new region is Regina.

G. S. Borgford, formerly General Representative for the Congress in Manitoba, has been moved to the Alberta-sub-region and will be working out of Edmonton.

The new Secretary-Treasurer of the Quebec Federation of Labour (TLC) is Raymond M. Bennett, Financial Secretary of Local 176, International Typographical Union (AFL-TLC). Mr. Bennett has been Vice-president of the Federation since 1942 and is also Vice-president of the Trades and Labour Council of Montreal.

He succeeds Robert Levesque, International Representative of the International Chemical Workers' Union, who resigned. Mr. Levesque has now been named Vice-president of the Quebec Federation, thus changing positions with Mr. Bennett.

Bill Godfrey, TLC representative at Port Arthur and Fort William, Ont., has been appointed TLC representative in Winnipeg and organizer for Manitoba to replace Andrew Murphy, who resigned January 31.

Mr. Murphy, who assumed the Congress position in January 1946, is a member of the Manitoba Labour Relations Board, labour member on the Board of Governors of the University of Manitoba, and a member of the advisory council of the Department of Industry and Commerce.

Mr. Godfrey is a Vice-president of the Ontario Provincial Federation of Labour (TLC).

Jack Crann, Vice-president of the Newfoundland Federation of Labour (TLC) and member of the Newfoundland Labour Relations Board, last month announced his resignation from both posts because of his transfer by his employers to Tennessee.

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N.B. Labour Figure, George Melvin Dies

George R. Melvin, Secretary-Treasurer of the New Brunswick Federation of Labour for 36 years, died April 18. He was 66 years old.

Mr. Melvin was one of the original members of the N.B. Labour Relations and Fair Wages Board. He was a Past President and charter member of Local 502, International Brotherhood of Electrical Workers. He had held the position of Secretary-Treasurer of the N.B. Federation of Labour since 1918.

During the war he served on the Wartime Labour Relations Board. He was also a member of the Local Employment Committee of the Unemployment Insurance Commission and of the Vocational Committee of Saint John Vocational School.

A. A. Heaps, Former M.P. And Labour Leader, Dies

One of the West's best known union leaders, Abraham Albert Heaps, died suddenly April 4, in Bournemouth, England. He was 68 years old.

Mr. Heaps, a native of Leeds, England, came to Canada in 1911. In 1919, he was charged with seditious conspiracy following the Winnipeg general strike but was acquitted.

At the time of the strike he was President of the Winnipeg Upholsterers' Union, Secretary of the Winnipeg Trades and Labour Council and a member of the city council.

In 1940 he was engaged to assist in the establishment of the Unemployment Insurance Commission and later was appointed to the Commission.

Mr. Heaps was a member of the House of Commons from 1925 to 1940, as an Independent Labour member until 1930, when he joined the Co-operative Commonwealth Federation. He remained that party's representative for Winnipeg North until 1940, when he was defeated.

Lucien Rodier, QC, Labour Lawyer, Dies

Lucien Rodier, QC, of Montreal, lawyer for the Trades and Labour Council and other unions, died suddenly on April 11, at the age of 49.

Lawyer for the minimum wages for women in Quebec, he was one of the promoters of this law with the late Gustave Francq.

Mr. Rodier took classical studies at the College Ste. Marie and studied law at McGill and Montreal universities. He had been lecturer in commercial law at McGill University for more than 12 years.

Conciliation Board Makes Report in Rail Dispute

The Minister of Labour on April 29 received the report of the conciliation board appointed to deal with a dispute between four Canadian railways and about 145,000 of their non-operating employees. Three separate reports were submitted, by the chairman and each of the two members.

All three reports will be carried in full in the June issue of the LABOUR GAZETTE.

The Minister announced that the report of the chairman and that of the employee nominee, to the extent that it coincides and does not go beyond that of the chairman, would constitute the report of the board.

The Chairman was the Hon. Mr. Justice R. L. Kellock of the Supreme Court of Canada. The employee nominee was A. J. Wickens, QC, of Moose Jaw; the employer nominee, Marshall M. Porter, QC, of Calgary.

The 16 international and national railways unions that are party to the dispute had asked for certain fringe benefits but no increase in pay. The demands: eight statutory holidays with pay, three weeks' vacation with pay after 15 years' service and four weeks after 25 years, 18 days' sick leave with pay, and overtime pay for Sunday work.

Mr. Justice Kellock recommended three statutory holidays with pay; Mr. Wickens, seven. Mr. Justice Kellock recommended three weeks' paid vacation after 25 years' service; Mr. Wickens, three weeks after 15 years. All three members recommended against sick leave with pay and against higher overtime pay for Sunday work.

Farmers' Income Drops 13 Per Cent in 1953

The net income of Canadian farm operators in 1953 was 13 per cent less than in 1952 and 23 per cent less than the record high set in 1951. According to preliminary estimates of the Dominion Bureau of Statistics, net income from farming operations in 1953 totalled $1,656,600,000.

The revised total for 1952 was $1,900,800,000 and the 1951 record was $2,154,500,000.

Employment Index Down, Payrolls Up at March 1

While industrial employment at the beginning of March declined 0·5 per cent from a month earlier and was 3·2 per cent lower than at the same time last year, according to the Dominion Bureau of Statistics index, weekly payrolls advanced 0·9 per cent over February and were slightly higher than at the same date last year.

At the same time per capita weekly wages and salaries advanced to $59.28 from $58.47 at the beginning of February and $57.40 a year ago.

The advance index number of industrial employment on the 1949 base stood at 106·5 on March 1, compared with 107·0 a month earlier and 110·0 a year ago. The payrolls index was 147·5 compared with 146·2 at the beginning of February and 147·0 at March 1 last year.

Canadian labour income for January was estimated at $941,000,000 down $48,000,000 from the preceding month but up $13,000,000 over last year's January total.

Economic Outlook Disquieting—CCL

The Canadian Congress of Labour in publications and in speeches by officials, last month described the economic outlook for labour as "disquieting" and forecast a serious unemployment problem this year. In Winnipeg, labour organizations are discussing the formation of an unemployed association.

The Canadian Congress of Labour, in its *Economic Outlook for 1954,* stressed that unemployment this past winter was more than seasonal, pointing out that it was evident in most major industries and in all geographic regions. The increase in economic activity that the Government expects this year, the report stated, would not provide nearly enough job opportunities.

At a conference in Halifax called to discuss unemployment in the Maritimes, Joe MacKenzie, Director of Organization for the CCL, said that if definite action were not taken during the coming months, unemployment figures would reach a new high next winter.

In Winnipeg the Winnipeg and District Trades and Labour Council (TLC), the Winnipeg Labour Council (CCL) and the One Big Union have formed a joint committee to deal with the unemployment situation there. There is a possibility an association of unemployed will be formed by the committee.

Three Union Leaders Join To Fight Unemployment

The leaders of three large unions in the United States announced April 30 that they would join in seeking government action on unemployment and underemployment. The three men normally hold divergent points of view.

They are: John L. Lewis, President of the United Mine Workers of America (independent); Dave Beck, President of the International Brotherhood of Teamsters (AFL); and David J. McDonald, President of the United Steelworkers of America (CIO).

In a statement after the Washington conference that resulted in the alliance, Mr. Lewis said that the three unions, with a membership of 3,000,000 in the country's three "most basic" industries, have "a greater financial reserve than any other three organizations in the American economy".

In the three unions, he said, there now are more than 400,000 members unemployed in addition to 300,000 coal miners and 250,000 steelworkers who are working only one to four days a week.

Earlier in the month the United Steelworkers reported that 189,000 of its members in the United States and 7,700 in Canada were unemployed. The figures did not include those working fewer than 40 hours a week, the union said.

Calling on President Eisenhower April 8, the steel union proposed an immediate increase in unemployment insurance and Social Security benefits, an increase in personal income tax exemptions, an expansion of public works and an increase in home construction and slum clearance.

Reuther Calls Conference

Action by other labour organizations relating to the unemployment situation included the calling by CIO President Walter Reuther of a national full employment conference in Washington May 11 and 12, a plea by Mr. Reuther before the Senate Finance Committee studying the Administration's tax reform bill for tax relief to bolster consumer buying, and a call by the American Federation of Labor sounded at a meeting of the same Committee for a cut of $4,500,000,000 in income taxes "to increase purchasing power and promote a healthy national economy".

Mr. Reuther's summons to 300 CIO leaders warned them "not to be lulled by any slight seasonal improvement this spring. Nothing less than full recovery will satisfy our needs," he said.

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U.S. Unemployment Said At Levelling-Off Point

Unemployment in the United States rose by 54,000 in March to a total of 3,725,000, the U.S. Commerce Department's Bureau of the Census has reported. Unemployment in the United States usually decreases in March.

The increase was the smallest in any month since last October, when unemployment began to climb. In February the number of jobless rose by 1,312,000. In preceding months the increases ranged from 266,000 to 500,000.

The March total of unemployed was the highest in four years; in March 1950 the number was 4,123,000.

The number employed, however, rose by 45,000 in March to a total of 60,100,000 and the labour force rose by 100,000 to a total of 63,825,000. And, for the week ended March 27, new claims for unemployment insurance declined by 1,000 to a total of 292,700.

According to the *New York Times,* President Eisenhower's economic advisers feel the increase was too small to justify the taking of anti-recession steps. The President said in February that he would watch March's employment figures for signs that might indicate a need for government action.

While unions continued to express concern over the situation, government spokesmen were predicting an employment upturn. On April 18 James P. Mitchell, Secretary of Labour, in a radio interview predicted "an upturn in employment and a decrease in unemployment" before the end of the year. He said the March employment figures indicated that the levelling-off point had been reached.

He conceded, however, that the jobless figure "may remain at present levels during the next few months".

Earlier in the month President Eisenhower told his press conference that the rate of increase in unemployment had "very definitely flattened out" in March.

The U.S. Department of Labor announced at the end of last month that manufacturing plants throughout the country had reported an increase in hiring between February and March. The Department's Bureau of Labor Statistics said that while the rate of lay-offs remained virtually unchanged, hiring rose from 25 per 1,000 employees in February to 28 per 1,000 in March. Although hiring usually picks up at this time of year, the Bureau said, the gain this year was slightly more than usual.

A prominent economist has predicted a business revival in the United States "in about three to five months without any additional assistance from the Government". Sumner Slichter, writing in the April 11 issue of the *New York Times Magazine,* based his prediction on these factors:—

Consumption is exceeding production at a rate of more than $4 billion a year;

Retail sales are about three to five per cent below corresponding periods last year;

People have more money to spend now than last year;

Business plans to spend on plant and equipment only slightly less than last year;

New building contract awards have been holding up well;

New housing starts, when seasonally adjusted, have been increasing almost without interruption since last August;

Consumers are paying off short-term debts faster than they have been incurring new debts.

He explained that consumer spending was low because people are paying off their short-term debts. "When repayments on short-term consumer credit no longer exceeds new borrowings, retail trade will improve," he said.

Employment in the farm equipment industry, the first to feel the effects of the business dip in the second half of last year, has begun to rise, according to press reports from Chicago. Major manufacturers have recalled thousands of employees laid off three and four months earlier. Employment levels in the industry in April were at their highest in many months.

U.S. Government Studies Causes of Unemployment

The United States Department of Labor announced in mid-April that for a month it had been conducting a survey into the causes of unemployment to see what employers can do to reduce it. The survey was described as an effort to assemble all the facts about certain unemployment conditions. The findings will be published.

According to the *New York Times,* one idea being considered is that employment and production might be made more regular if workers were employed by the month or on a quarterly or semi-annual basis instead of by the hour or by the week.

The theory behind union demands for a guaranteed annual wage is that if employers faced a money penalty when they laid off workers they would try to regularize output and keep workers uniformly busy.

U.S. Plans Joint Release On Employment Figures

"To improve general understanding of the Government's figures on unemployment, in future, employment and unemployment statistics of the United States Departments of Commerce and Labor will be published monthly in a single release," Commerce Secretary Weeks and Labor Secretary Mitchell have announced. The first joint release will be the data for April.

There will be no change in the methods of the two Departments in compilation. As before, both sets of figures will relate to non-farm employment but will vary because of differences in coverage, date of compilation and methods.

Delay May Result

One effect of the policy change may be to delay publication of some statistics but, according to the announcement, every effort will be made to speed the joint release.

Need for an integrated report was brought out by the Congressional Joint Committee on the Economic Report last February, when it stated: "Information on the labour force, employment and unemployment collected by the Departments of Labor and Commerce should be brought together and analysed in one integrated report, regularly published, which would clearly set forth the information given in these separate sets of data."

Since January 1952, the Canadian Government has been issuing both the National Employment Service and the Dominion Bureau of Statistics figures in a joint press release.

Unions in Canada, U.S. Settle for No Increase

Two collective bargaining agreements that provide for no increase in wages were signed in Canada last month. In the United States, a union has voted almost unanimously for a pay cut, another has extended its contract a further three months, two more have waived wage demands and a court has blocked a Department of Labor order increasing the minimum wage in woollen mills.

The Canadian agreements were those at John Inglis-English Electric, covering 900 employees at two Ontario plants, and between the International Longshoremen's Association (AFL-TLC) and the Shipping Federation of Canada. The latter contract, which covers about 5,000 longshoremen at the ports of Saint John, Halifax, Montreal and Quebec, provides for improvements in welfare benefits: life, accident and hospital insurance, weekly sickness indemnity and hospital insurance for families.

The union in the United States accepting the pay cut was the United Automobile Workers (CIO) at Willys Motors, Inc., Toledo, Ohio. It agreed to the abandonment of an "outmoded" incentive system in favour of an hourly-rated pay system plus bonus plan. The union's action was taken to help put the company in a better competitive position.

Under the agreement, the workers accepted a 5-per-cent pay cut but will receive 50 per cent of savings from increased efficiency. About 3,800 employees are affected.

The union believes the plan will not "in the long run" result in a wage reduction. "I do not believe the incentive workers will have lost a penny and the hourly workers will have gained," said Richard Gosser, UAW Vice-president who urged the employees to vote for the plan.

Of the savings from increased efficiency, the company gets 30 per cent and 20 per cent goes into an engineering fund to improve the product. The first bonus payments to the employees will be made December 1 and thereafter at six-month intervals.

Wage Demands Waived

Wage increase demands were waived by the Marine Engineers Beneficial Association (CIO) and by the International Association of Machinists (AFL) in negotiations with the American Hardware Corporation at New Britain, Conn. The Brotherhood of Marine Engineers (AFL) have extended their present contract from September 30 to January 1, 1955.

In Washington, Federal Judge Edward Tamm issued a preliminary injunction against a Department of Labor order that would have increased the legal minimum wage in woollen mills with government contracts by 15 cents an hour to $1.20 an hour. More than a score of companies requested the injunction.

U.K. Unemployment Declined in March

Unemployment in the United Kingdom declined between mid-February and mid-March. The number registered as unemployed on March 15 was 342,900, a decrease of 44,400 from the February 15 total, the Ministry of Labour reported.

Unemployment in March was 1·6 per cent of the estimated total number of employees, compared with 1·8 per cent in February and 1·9 per cent in March 1953.

Emergency Powers Act Not to be Extended

The Emergency Powers Act will not be extended this year. Prime Minister St. Laurent, answering a question by Donald M. Fleming (Eglinton) in the House of Commons April 29, said the Government "will not at this session ask Parliament to extend" the Act.

"We felt it was a grave decision to make," he said, "because there is still a pretty explosive situation existing in the world. I hope the situation will not require the exercise of any but normal powers by the Governor in Council. But should it develop that there would have to be, in the interests of the safety of the nation, powers exercised that are not normally conferred upon the Governor in Council by existing legislation, we would have to resort to the War Measures Act."

The War Measures Act, now dormant, would become operative again only on proclamation.

The Emergency Powers Act was introduced in February 1951. Its purpose was to give the Government means to act with the utmost expedition in situations arising from the Korean War. Its predecessors in effect during and after the Second World War were the War Measures Act, the National Emergency Transitional Powers Act and the Transitional Measures Act.

Anti-Discrimination Talks Slated for 54 Stations

When the Canada Fair Employment Practices Act was passed by Parliament last year it was the subject of considerable discussion and the general opinion was that an educational campaign was needed if the attitudes of mind that are the root of discrimination were to be eliminated.

With this objective in mind, the Department of Labour, in co-operation with the Canadian Council of Christians and Jews, is sponsoring a series of seven radio broadcasts on anti-discrimination which will be heard over at least 54 independent radio stations in Canada on its weekly program, "Canada At Work".

Individuals well-known in the Canadian business world, in the labour movement, in inter-church organizations, and two well-known Canadian writers are being invited to take part in the talks.

The topics they will discuss are: Discrimination and Democracy in Canada; Discrimination: What It Does to Man; Ignorance—Discrimination Cannot Live Without It; The Churches Look at Discrimination; Discrimination: What It Does to Business; Discrimination: What It Does to Trade Unions; and Law as an Anti-Discrimination Weapon.

These broadcasts will be carried by English-language radio stations in the following communities: Chilliwack, Kelowna, Nanaimo, Penticton, Port Alberni, Prince Rupert, Trail, Dauphin, Brandon, Calgary, Edmonton, Flin Flon, Fort Frances, Fort William, Grande Prairie, Kenora, North Battleford, Port Arthur, Yorkton, Sault Ste. Marie (USA), St. Thomas, Sudbury, Barrie, Belleville, Brantford, Cornwall, Guelph, Kitchener, Niagara Falls, Orillia, Ottawa, Owen Sound, Pembroke, Toronto (2 stations), Windsor, Wingham, Woodstock, Antigonish, Campbellton, Halifax, Moncton, Saint John (NB), St. John's, Summerside, Sydney, Truro, Sherbrooke, Oshawa, Kamloops, Bridgewater, Saskatoon, Nelson and Kentville.

Transcriptions of these broadcasts are also available for other communities where there are radio stations. They can be obtained by the radio stations or by labour or other organizations, free of charge, from the Information Branch, Federal Department of Labour.

Many Unions Announce Guaranteed Wage Plans

A demand for a guaranteed annual wage has entered the Canadian collective bargaining scene. Norman Allison, Canadian Director of the United Rubber Workers (CIO-CCL), announced last month that such a demand will be made in negotiations beginning in July with the Goodyear Tire & Rubber Co. of Canada, Limited.

The union thus becomes the first major labour group in Canada to demand an annual wage guarantee.

It will also seek a wage increase of 15 cents an hour, improvements in the pension plan and hospital and surgical coverage, Mr. Allison announced.

The type of guaranteed annual wage plan that will be sought has not yet been announced by the Rubber Workers.

Also in Canada, a visiting CIO official told a meeting of the Personnel Association of Toronto that the guaranteed annual wage was a "natural counterpart to the introduction of the push-button factory". Ted F. Silvey, of the CIO headquarters staff, explained that "we are not encouraging malingering. The objective of the CIO is to stimulate employer responsi-

bility to assure continued employment. And when there is no employment, then management is penalized."

In the United States, two large CIO unions, the International Union of Electrical Workers and the United Automobile Workers, have released details of their guaranteed annual wage plans. The IUE has already placed its demands before the General Electric Company and Westinghouse Electric Corporation.

Another large CIO union, the United Steelworkers of America, is expected to include a demand for a guaranteed annual wage in this year's negotiations with basic steel industry employers. The union's wage policy committee was scheduled to meet this month to draw up contract proposals.

IUE Proposal

The IUE has asked General Electric to put 5 per cent of its payroll into a fund to provide a guaranteed annual wage. Its proposal is designed to assure a worker of 2,080 hours' pay each year; the company would have to make up the difference between a laid-off worker's unemployment insurance compensation and his normal pay for a 40-hour week. If he obtained work elsewhere at less than his General Electric rate of pay, the difference would come out of the wage-guarantee fund.

The company's liability would be limited to the money in the fund. If the fund grew large enough to assure payment of ten weeks' compensation to all workers, the company's contribution could be cut to keep it at that level.

UAW Plan

The UAW plan, devised by a special committee of the union's officials, was described to delegates at the 6th International UAW-CIO Education Conference in Chicago April 8-11. Under the plan, all workers would be guaranteed 40 hours of work a week—or 40 hours' pay—for up to 52 consecutive weeks.

Payments would be supplemental to jobless benefits, which would be deducted from the lay-off pay required from the employer. Financing would be by individual employer trust funds; the amount each employer paid would be in proportion to his basic payroll. When a reserve account reached a certain point, the employer could discontinue payments until he gave notice to some of his employees. The funds would be under joint management-union administration.

The committee, which was headed by Nat Weinberg, UAW Director of Research and Engineering, declared that the plan should be based on sound principles; it drew up six:—

1. The primary goal of a guaranteed annual wage plan should be to stimulate management to provide steady full-time employment week by week, the year round.

2. Guaranteed annual wage payments should be made to workers for whom management fails to provide work, sufficient to insure take-home pay adequate to maintain the living standards which the worker and his family enjoy while he is fully employed.

3. All workers should be guaranteed employment or guaranteed payments from the time they acquire seniority; the guarantee should assure protection against a full year of lay-off for all eligible workers and for shorter periods on a graduated basis for those who have not worked the minimum qualifying period.

4. Guaranteed payments should be integrated with unemployment compensation benefits so that employers can reduce their liabilities by effectively working towards the improvement of unemployment compensation laws.

5. The plan should be administered by a joint board of administration having equal representation from the union and management with an impartial chairman to break deadlocks.

6. Financing should combine pay-as-you-go, to provide employers with incentives to stabilize employment, with a reserve trust fund to meet abnormal costs. Provision should be made for re-insurance to reduce the size of required reserves and to spread the risks of abnormal unemployment over the widest possible area of the economy.

February Immigration Increases 30 Per Cent

Immigration to Canada during the first two months of 1954 totalled 14,914, an increase of 37 per cent compared with the corresponding period of 1953, according to statistics released by the Department of Citizenship and Immigration.

A total of 6,834 persons arrived in February, 1,146 fewer than the number that immigrated during January but 30 per cent more than the number of new arrivals during February 1953.

Of the February immigrants 1,961 were Northern Europeans, 1,731 British, 633 from the United States, and 2,509 from other nations.

As of the end of February, 4,385 British immigrants have arrived, 4,143 Northern Europeans, 1,383 from the United States, and 5,003 of other nationalities.

Immigrants Needed to Offset Farmers' Exodus

The Canadian farm industry needs immigrants to offset the movement of farmers and their sons to the city, Col. Laval Fortier, Deputy Minister of Citizenship and Immigration, said last month in an address to the Montreal Branch of the Agricultural Institute of Canada.

According to the best estimate he had been able to obtain, the Deputy Minister said, exodus from farms to the cities has been at the rate of about 60,000 each year since 1948.

Reporting that since the Second World War 125,000 immigrants—almost one of every four workers arriving—had gone to work on farms, he asked: "Would we have produced as much without them?"

About 10,000 post-war immigrants were now operating their own farms, he said. "I think the fact that this number has been able to find farms for sale in Canada is another indication that the agricultural industry needs immigrants."

These 10,000 farmers are a new market for implements, machinery and other farm requirements, he pointed out.

Negro Group Criticizes Immigration Act

The Negro Citizenship Association, of Toronto, on April 27 protested that Canada's immigration policy discriminates against Negroes in a brief submitted to Hon. Walter Harris, Minister of Citizenship and Immigration.

The Association made five requests:—

1. That the definition of "British subject" in the Immigration Act be amended to include all those who are for all other purposes regarded as British subjects and citizens of the United Kingdom and Commonwealth.

2. That provision be made in the Act for the entry of a British West Indian, without regard to racial origin, who has sufficient means to maintain himself until he has obtained employment.

3. That the word "orphan" be deleted from the regulation that provides for the entry of nephews and nieces under 21.

4. That the term "persons of exceptional merit" be defined specifically. (The term is used in the Act to describe Negroes who are also admissible.)

5. That an immigration office be set up in a centrally-located area of the British West Indies for the handling of prospective immigrants.

The brief pointed out that the definition of "British subject" in the Act excludes persons from the British West Indies, Bermuda, British Guiana, Ceylon, India, Pakistan and Africa although these countries are in the Commonwealth.

"Such a definition of 'British subject' is discriminatory and dangerous, creating two classes of Her Majesty's subjects and raising animosity between persons born in different geographical areas," the brief said.

Mr. Harris promised to give the brief serious consideration to see whether it would be possible to widen the present category of admissible Negroes, which includes fathers, mothers, wives and children of Canadian residents.

Three More Provinces Sign Rehabilitation Pact

British Columbia, Prince Edward Island, and Nova Scotia have now signed agreements with the federal Government for the co-ordination of rehabilitation services for disabled persons.

These three bring the total of signing provinces to eight: Newfoundland, New Brunswick, Prince Edward Island, Nova Scotia, Manitoba, Saskatchewan, Alberta and British Columbia. Similar agreements are now being studied by the remaining two provinces.

The agreements provide that the federal Government will assign up to $15,000 per year to each signing province, on a matching dollar-for-dollar basis, to pay the salaries and expenses of a Provincial Rehabilitation Co-ordinator and his staff, and to supply certain services necessary to the rehabilitation of an individual where such needs are not covered by other sections of the plan. Other sections of the plan include assistance to provide vocational training for the disabled and to expand medical rehabilitation services.

The provincial co-ordinators, in addition to other duties, will work with a provincial interdepartmental committee to assure the co-operation of the various departments whose services contribute to a rehabilitation plan. Their job will be to co-ordinate, on a regional and local basis, the efforts of all agencies, public and private, working with the disabled, and to stimulate the interest of the medical profession, management, labour, vocational guidance and the National Employment Service in the potential worth of the disabled.

Four of the signing provinces—Saskatchewan, Manitoba, Alberta and New Brunswick—have already appointed provincial co-ordinators.

Scarcity of Work Helps Apprenticeship Program

The scarcity of work in Ontario earlier this year favourably affected the Ontario apprenticeship training program, according to the April issue of *Employment Conditions in Ontario,* published by the Ontario Regional Office of the Unemployment Insurance Commission.

"The present scarcity of jobs has two beneficial aspects, when the long-term view is taken. First it makes students reluctant to discontinue school even though success in the classroom is demanding upon their energies and provides a challenge," the report states.

"With high wages available, they could take the easy way out and receive an immediate reward. Dropping out of school, now, means that they jeopardize their futures without reaping any immediate profit.

"The second benefit is that youths are made to realize that the man with the skill has greater opportunities for employment. He has all the unskilled field plus his specialty.

"Many of the 'above-average' youths are now seeking apprenticeship training. Further, employers are aware of this trend and are more receptive to training applicants, realizing that they will no longer be restricted to the less capable youth."

According to the report, placement of apprentices has shown marked improvement in Windsor, Brantford, Kitchener, Brockville, Welland and Cobourg.

Housing Starts in U.S. Rise 10 Per Cent in Feb.

Housing starts in the United States in February rose by more than 10 per cent from January's winter low, numbering 73,000, according to preliminary estimates of the Bureau of Labor Statistics, U.S. Department of Labor.

Although February usually marks the beginning of the spring upturn in housing starts, the Bureau said, the increase this year was sharper than in most post-war years.

February Housing Starts Show Slight Increase

Housing starts in Canada in February were slightly increased over those during the same month last year and completions were virtually unchanged, the Dominion Bureau of Statistics has reported.

Starts were made on the construction of 3,057 residential units in February compared with 2,789 a year earlier. Completions numbered 6,116 compared with 6,161.

In the first two months of the year, starts were down to 6,040 from 6,362 and completions were up to 14,431 from 12,262.

At the end of February, 51,127 units were under construction, compared with 49,737 at the same time last year.

Ontario's Director of Apprenticeship Retires

Frederick J. Hawes, for 18 years Director of the Apprenticeship Department of the Ontario Government, has retired.

Mr. Hawes, now 73 years of age, was one of the pioneers of Ontario's legislated job training program. As business agent for a local of the United Brotherhood of Carpenters and Joiners of America (AFL-TLC), he helped form the first joint employee-employer apprenticeship program in the province. That was in 1926.

Two years later the Ontario Government enacted apprenticeship legislation and Mr. Hawes became an apprenticeship inspector for the Niagara district. In 1936 he became Director of the Department.

Elections, Appointments Of Interest to Labour

During April, elections and appointments of interest to labour occurred here and in the United States.

At the 45th annual meeting of the Co-operative Union of Canada, R. S. Staples of Ottawa was elected President and W. H. McLeod of Regina, Vice-president.

The Canadian Construction Association has appointed the following chairmen of standing and special committees for 1954: Apprenticeship and Youth Training, J. M. Pigott, CBE, Hamilton; Labour Relations, A. C. Ross, Ottawa; Payment-by-Results, N. A. Putherbough, London.

The United States Department of Labor has announced the appointment of Arthur Larson, Dean of the University of Pittsburgh Law School, as Under Secretary of Labor to fill the vacancy created last October by the resignation of Lloyd Mashburn.

Another recent change in the U.S. Department of Labor was the dismissal of the Director of the Bureau of Labor Standards, William Connolly.

Léon Jouhaux, French Labour Leader, Dies

Léon Jouhaux, veteran French trade-union leader and winner of the Nobel Peace Prize, passed away suddenly in Paris on April 28, at the age of 74 years.

The death of Mr. Jouhaux, who was President of Force Ouvrière and Vice-president of the International Confederation of Free Trade Unions, occurred just a few hours after he had been re-elected President of the Economic Council, the French Government's main advisory organization on economic affairs. Elected to the presidency of the Economic Council in 1947, he had been re-elected every year up to the time of his death.

When he was awarded the Nobel Peace Prize in 1951, Mr. Jouhaux, who was a non-Communist labour leader, stated that this represented to him "a confirmation of the recognized value of working-class activities in favour of the organization of peace".

Mr. Jouhaux had to leave school at the age of 12 to help his family, when his father, a craftsman, lost all his savings during a strike late in 1891. Following in his father's footsteps, he soon attracted the attention of union organizers, in spite of his youth. Having reached maturity, he quickly rose to the position of Secretary-General of the General Confederation of Labour, when that organization had not yet turned communist.

Hunted by the Nazis and by the collaborationist leaders of his own country during the Second World War, he was arrested by the Vichy authorities and turned over to the German police. After the war he became one of the most outstanding spokesmen of the non-communist working class in the United Nations.

Coming more and more into conflict with the leaders of the General Confederation of Labour, whom he accused of allowing themselves to be dominated by the French Communist Party, Mr. Jouhaux became the leader of the socialist Force Ouvrière when that group broke away from the GCL.

Among other honours, Mr. Jouhaux was an officer of the Legion of Honour and had been granted the Resistance Medal.

Labour leaders of the free world were unanimous in paying tribute to the veteran French union leader.

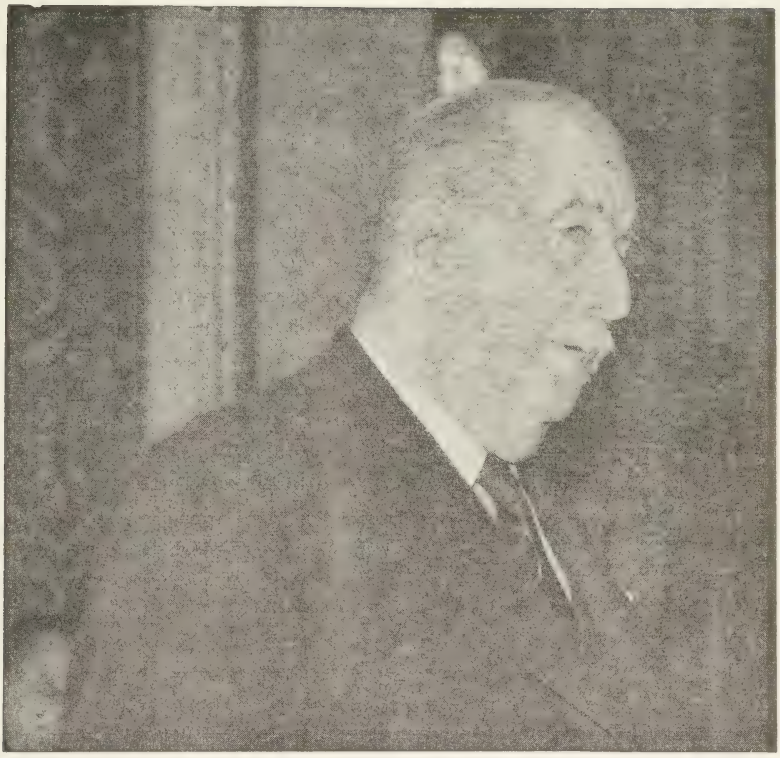
George Meany, President of the AFL, called him "a pillar of strength to the free French labour movement in its fight for a better life for the workers of France". "The AFL," he added, "worked closely with Léon Jouhaux for many long years to build up the free trade union movement in all parts of the world. It is with feelings of deep regret and a keen sense of loss that we note his passing."

In his cable to Force Ouvrière, Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, said: "It is with profound personal regret that I learned of the sudden passing of Léon Jouhaux your president and my esteemed colleague in his capacity as Vice-president of the International Confederation of Free Trade Unions. His death leaves a void in the ranks of the free labour movement of the world that it will be indeed difficult to fill. Possessed as he was with outstanding gifts of spirit and intellect he made a contribution to the welfare and progress of not only the people of France but also in the international sphere that will ever remain a monument to him as one of the greatest figures in contemporary labour history and world affairs. He was truly a great warrior in the cause of democracy."

Jean Marchand, General Secretary of the Canadian and Catholic Confederation of Labour, paid tribute to Mr. Jouhaux as follows: "As President of the General Confederation of Workers in France, before the war, he led the labour organizations of his country through a particularly disturbed period of French politics—a period which was, nevertheless, marked by important gains for the working classes. Since the war, his break with the Communist-dominated trade unions, and the part he played on the international plane, kept him in the forefront of events, although he belonged to an almost entirely forgotten generation of trade-unionists... This was a man whose activities lent themselves to discussion, and who was much discussed, for he fought hard, but his career gives evidence of an authentic devotion to the cause he served for nearly half a century."

Claude Jodoin, Vice-president of the Trades and Labour Congress of Canada, said that workers throughout the world had been sorry to learn of the death of Mr. Léon Jouhaux, whose life had been devoted to labour and to peace.

Roméo Mathieu, Secretary of the Quebec Federation of Industrial Unions, said: "Throughout his life, Mr. Jouhaux was an example of courage and of 'militantism'. He struggled against great forces, on the right as well as on the left. He resisted totalitarianism, capitalism and communism. He was a great democrat, and he explained the rôle of the labour movement in society."



Léon Jouhaux

Mr. Jouhaux came to Canada for the last time in 1952, when he addressed the 12th annual convention of the CCL. (L.G., Oct. 1952, p. 1311.)

Here are a few excerpts from the speech he made at that time in favour of universal peace:—

"Man, who has overcome the forces of nature and passed through the sonic barrier, has been unable to make use of his great discoveries other than for his own extermination by war...

"We must build up peace, for there can be no labour emancipation outside of a peaceful regime. War has never been a means of emancipation for the workers. It has always meant suffering and destruction for the working classes of all countries...

"The floor should be given to the representatives of the common people, who know the real needs of the workers and can say what must be done in order to establish peace...

"We do not intend to bow the knee to the totalitarian creeds. Working people and labour organizations should set up a network of resistance which will make war impossible. We must unite to remove want."

House of Commons Debates of Labour Interest

National Housing Act

January 28

The House resumed consideration of the motion for second reading of Bill No. 102.

Speakers on the motion were Harold E. Winch (Vancouver East), A. H. Hollingworth (York Centre), Rodney Adamson (York West), E. G. McCullough (Moose Mountain), Georges Villeneuve (Roberval), Mrs. Ellen L. Fairclough (Hamilton West), F. A. Enfield (York-Scarborough), O. C. Trainor (Winnipeg South), Leopold Demers (Laval), E. D. Fulton (Kamloops), John Hunter (Parkdale), W. M. Johnson (Kindersley), J. W. Dufresne (Quebec West), A. M. Nicholson (Mackenzie), F. E. Lennard (Wentworth), J. R. Garland (Nipissing), Angus MacInnis (Vancouver-Kingsway), G. K. Fraser (Peterborough), Leon Balcer (Three Rivers), H. P. Mang (Qu'Appelle), Lionel Bertrand (Terrebonne) and Hon. Robert H. Winters, Minister of Public Works.

Mr. Winter's speech was the final one in the debate. At its end, the motion was carried, 186 to 2, and the Bill was read the second time and referred to the standing committee on banking and commerce.

In his speech Mr. Winters said the legislation is intended to increase the number of houses built each year. "We hope to provide assistance to enable Canadians in the low and moderate income brackets to acquire suitable accommodation.

"Despite what some hon. members opposite have said about this bill," he went on, "it is an honest effort to improve upon legislation that now exists and that has already seen a great record of accomplishment."

In answer to statements that the cheapest house that can be built today, financed under the National Housing Act, is one costing $10,000 and that to build such a house a person would require an income of $3,860 a year, Mr. Winters said that in 1953 approximately 25 per cent of the houses built for home ownership were below $10,000 in cost.

"Some houses during the past year were built for $8,600 under the National Housing Act," he said, "which, when applying the 23-per-cent formula, can be acquired by an individual with an income of $2,600 a year."

Answering charges that the insuring of loans was a protection for the lending institution and nobody else, the Minister said that by insuring loans the Government hopes to do two essential things: ensure a continual flow of mortgage money and safeguard Canada's banking system by guaranteeing the security, liquidity and negotiability of insured mortgages.

In conclusion he said: "It is well to remind ourselves again just what this legislation has done and what might be expected from this improved legislation. Stimulated by the various provisions of the legislation, Canadians have built over 730,000 houses since the middle of 1945 and established a new record of about 105,000 starts in 1953. In its present form the Bill is designed to produce still better results."

Unemployment Figures

February 8

Mr. Alistair Stewart (Winnipeg North) asked the Minister of Labour if he could have figures on unemployment released more frequently than once a month. Mr. Gregg said:—

"The answer will have to be in the negative. As I pointed out to the House on January 27 last, it was decided in January 1952 to issue the complete employment and unemployment statistics derived from both the National Employment Service operations and the Dominion Bureau of Statistics monthly labour force survey at the same time. This has been done partly because the labour force survey data are available only on a monthly basis and partly to avoid confusion between the two sets of figures.

"There is also the point I mentioned earlier, that the gathering and preparation of these two sets of figures require a substantial amount of time and effort, and the costs involved in issuing both sets more frequently would be very substantial indeed. In view of these reasons it would be very difficult to do it twice a month."

Unemployment Insurance

February 8

To a request of Mr. Stanley Knowles (Winnipeg North Centre) for a survey or investigation as to the adequacy or inadequacy of present rates of unemployment insurance benefits, Mr. Gregg, Minister of Labour, replied that "the problem is being surveyed and studied continuously by officers of the Commission and of my department."

Placing of Contracts in Surplus Labour Areas

February 9

Mr. Clarence Gillis (Cape Breton South) asked if the Department of Labour was familiar with Defence Mobilization Manpower Policy No. 4 of the United States and if any study had been given to placing industrial and government contracts in areas where there is a surplus of labour, as was being done in the United States.

Mr. Gregg replied: "Officers of my Department are familiar with Defence Mobilization Manpower Policy No. 4 of the United States and have discussed with the officials of the Office of Defence Mobilization of the United States the way this policy has been operating....

"Hon. members will appreciate that there are important differences between the defence production programs in the United States and in Canada, the extent to which the facilities for defence production are distributed throughout the country, and other factors, and there are definite limitations to the extent to which such a policy could be applied in Canada...."

Seasonal Unemployment

February 10

Mr. Stanley Knowles (Winnipeg North Centre) asked:—

1. Is there a subcommittee of the national council on manpower dealing with the question of seasonal unemployment?

2. If so, how long has this body been studying or investigating this matter?

3. Have any other sections or committees in the Department of Labour been studying or investigating this matter and, if so, for how long?

4. Have any recommendations yet been made with respect to the problem of alleviating seasonal unemployment?

5. If so, what are such recommendations?

6. Will any reports or recommendations on this question be dealt with during the present seasonal unemployment crisis?

Mr. Gregg, Minister of Labour replied:—

1. Yes.

2. The national employment committee was asked by the national advisory council on manpower on December 10, 1952, to examine the question of seasonal unemployment and report back to the council.

3. The economics and research branch of the Department of Labour is assisting the national employment committee in conducting a survey of employers throughout Canada in regard to seasonal unemployment. It is also conducting statistical and other related studies on the extent and nature of seasonal unemployment in Canada.

4. A preliminary report on seasonal unemployment, including the results of the survey of Canadian employers, was considered at the last meeting of the national employment committee held in Winnipeg early this winter. This report which will contain recommendations for future action will be further considered at the next meeting of the national employment committee to be held in Ottawa on February 15, 1954.

United Nations Technical Assistance Fund

February 10

Mr. Angus MacInnis (Vancouver-Kingsway) moved:—

That in the opinion of this House the Government should consider the advisability of introducing legislation at this session to substantially increase Canada's contribution to the United Nations technical assistance organization fund.

The technical assistance organization fund, he explained, is one of the agencies created by the United Nations to accomplish its purpose, which he said was to promote co-operation amongst its members and to encourage the wealthier nations to help the poorer ones. He believed that the Government of Canada should support the fund to the limit of our ability.

Speakers from all parties supported the resolution.

Hon. L. B. Pearson, Secretary of State for External Affairs, then announced that it was the Government's intention to include an amount of $700,000 in the supplementary estimates to bring Canada's total contribution this year to $1,500,000.

Earlier in his speech he gave details of Canada's past contributions to the United Nations program and to the Colombo Plan. "Canada has contributed in the first three years of the Colombo Plan," he said, "something over $75 million for capital assistance and over $1 million for technical assistance. And this year the Government will ask Parliament to vote $25,400,000—I believe that is the amount tentatively agreed upon—of which a portion will be for technical assistance proper....

"In the first 18 months of the expanded program of technical assistance, a total of $20,070,000 was contributed by members of the United Nations. Canada contributed $850,000. In 1952 the total was $19,000,000 and our contribution was $750,000. In 1953 the total amount went up to $22,000,000 while our contribution went up to $800,000.

"We have been trying to keep what we think is a fair relationship between our contribution and the total amount contributed by the United Nations.... In the current year 1954, according to the latest information which we have been able to secure, 70 countries have pledged themselves to contribute to the technical assistance fund. The amount firmly pledged is something over $24 million."

Mr. Pearson went on to say that Canada had indicated that, provided the support from other contributors warranted such an amount and provided the total amount pledged was such as to keep the program at an economically sound level, it would increase its contribution to $1,500,000. Now that it seemed clear that the conditions were to be fulfilled, the Government intended to ask Parliament to vote the $700,000 needed to redeem its pledge of $1,500,000.

"The Canadian contribution to technical assistance has been exceeded only by that of the United Kingdom, the United States and France in the past," Mr. Pearson reported. "If Parliament votes the amount that probably will be requested this year, Canada's contribution will be the third largest of the members of the United Nations."

Fiscal Measures Against Unemployment

February 12

In answer to a question by Mr. J. M. Macdonnell (Greenwood) for a description of the fiscal and monetary measures proposed "to take care of unemployment," Hon. Douglas Abbott, Minister of Finance, replied that "the Government does not believe that present conditions warrant the adoption of drastic or large-scale anti-deflationary measures. Economic activity in some lines is at present below the levels

of a year ago but industrial and economic activity as a whole in Canada is still at a very high level."

He explained how the Government had been withdrawing the anti-inflationary measures adopted in 1950 and 1951, for example the restrictions on the expansion of credit. He also mentioned the virtual elimination of the federal Government's budget surplus, the less restrictive policy in public works and the new Housing Act, which "will make possible a larger flow of funds into housing construction".

"If economic activity declines," he concluded, "the Government is in a position to take stronger action in these and other directions." But, he emphasized, "as I and my colleagues view the present situation, there is no justification for stronger action and I have a high degree of confidence that when our winter season of normally reduced activity is past, economic activity in Canada is likely to resume its upward trend at a satisfactory rate."

Motion for Special Committee on Unemployment

February 15

Mr. Howard C. Green (Vancouver-Quadra) moved that a special committee be appointed "for the purpose of examining into and reporting upon the actual unemployment situation throughout Canada and for the purpose of making recommendations as to short-term and long-term methods for dealing effectively with the problem".

Hon. Milton F. Gregg, Minister of Labour, was the first speaker in the debate. He announced the findings of the labour force survey and the National Employment Service figures for January.

The major portion of his statement to the House was published in the LABOUR GAZETTE for March, pp. 349 to 352.

Mr. Clarence Gillis (Cape Breton South) said the question of unemployment was not one that is going to be solved by the appointment of a committee but one that requires action.

"There are all kinds and types of unemployment; they can be put into all kinds of classifications," he said. "But they all add up to the same thing: unemployment. And I think members of this House are going to have to sit down and be realistic about the matter. They must realize that as soon as possible something has to be done in Canada to head off mounting unemployment."

Later he said: "The Government can take steps. The first thing the Government has to understand is that it must accept some responsibility for talking to the people who are managing the economy of this country today.... The Government has to enact some kind of laws that will prevent an economic upset of a whole community without any greater justification than that they are not making enough money."

He then made several recommendations:—

1. Economic planning to "take up the slack" in industrial and business activities, including altered fiscal policies, expansion of aid to underdeveloped countries, and direct government intervention to stimulate industrial development.

2. Joint action between government and industry to cope with seasonal unemployment, e.g., the staggering of production schedules throughout the year.

3. Special assistance to families who are victims of "regional" unemployment and a special commission to explore the possibilities of establishing additional or alternative industries in the areas concerned.

4. A "sharp" increase in unemployment insurance benefits and extension of benefits "until there is work available for those now unemployed".

He also suggested that the federal Government and the provincial governments meet to discuss the question of those who are unemployed because of handicaps.

He then moved an amendment to Mr. Green's motion, calling for "immediate action by the federal Government to prevent further economic distress".

Mr. J. G. Diefenbaker (Prince Albert) urged a reduction of personal income and excise taxes, "which would provide the means to permit of increased competition at home and abroad".

Right Hon. C. D. Howe, Minister of Trade and Commerce, said that the first thing to do in assessing a problem is to measure it and the Minister of Labour had done that.

Recalling the conditions existing in 1950, he said that experience shows that "it is important to remember that economic conditions are always fluctuating but many of these fluctuations are minor and largely self-liquidating in character. Any attempt on the part of government to smooth out every minor bump and trough in the trend of business may simply aggravate rather than lessen the extent of fluctuations in the economy."

He then said no one can answer categorically the question as to whether the present situation was a relatively minor adjustment or the beginning of a major decline.

He then proceeded to "look over the evidence systematically".

"Towards the latter part of 1953," he said, "those indicators which gauge the over-

all level of activity in the economy began to level off, and in few cases have declined slightly. This change in trend reflects largely a reduction in the pressure of demand rather than any decline in over-all volume. In other words, requirements, which in the past two or three years have been mounting rapidly, are now simply not expanding at the same rate....

"This levelling-off in demand, taken in conjunction with the moderate decline in activity in the United States economy, has brought a change in the tempo of business activity in Canada. This type of situation is invariably accompanied by a hesitancy on the part of business in placing orders, more hand-to-mouth buying, and a tendency to reduce inventories. This causes a temporary slow-down in the pace of business which in the present instance has coincided with the seasonally slack period in the economy."

Mr. Howe then turned to "the more basic determinants" of the level of economic activity. The survey at the beginning of the year of current and prospective levels of investment spending indicated a capital expenditure program roughly 3 per cent higher than the previous record, achieved last year. Estimated expenditures for new construction show a 6-per-cent increase. Outlays for new machinery and equipment are expected to be 3 per cent lower. The federal capital expenditure program, as presently planned, is a little lower than in 1953 but provincial government programs appear to be roughly unchanged and capital outlays of municipalities should show a moderate increase. Non-government capital spending will be up by roughly 4 per cent and non-government outlays on new construction are expected to increase by 6 per cent.

"This projected volume of capital spending has far-reaching significance for the trend of economic activity in 1954," he said. "Expenditures on new capital goods account for about 23 per cent of total production in the economy.

"One can only conclude," he went on, "that the collective view of Canadian business enterprise is on the side of continued growth and prosperity in our economy."

Mr. Howe believed that prices have stabilized, so that export prices will be relatively unchanged. Export prospects have improved in other directions, he added.

"Consumer buying is at a high level and there is every reason for thinking that high level of purchasing should continue," he reported.

He said that the St. Lawrence waterway project and the gas pipeline from Alberta to Ontario and Quebec will reinforce the economy.

"That is the situation as I see it," he concluded. "I can assure the House that the Government is doing everything it believes can be done to improve the situation. We are not panicking. We believe that we have the situation in hand. In January of 1950 there was very serious unemployment, more serious than today, while in June of 1950 there was practically full employment; and we believe that the pattern of 1950 will be repeated in 1954.

"I believe that as the season opens up we can expect a return to the employment conditions that we have had for the last several years and that we must have if Canada is to be a prosperous country."

Other speakers during the debate were Ambrose Holowach (Edmonton East), Angus MacInnis (Vancouver-Kingsway), F. G. J. Hahn (New Westminster), Daniel McIvor (Fort William), H. O. White (Middlesex East), A. J. MacEachen (Inverness-Richmond), Alistair Stewart (Winnipeg North) and B. R. Leboe (Cariboo).

February 16

When the debate was resumed, Mr. Leboe said that a great deal of the trouble leading to unemployment stems from labour-management relations that are not conducive to good employment. He suggested that if bargaining were conducted on a local level as much as possible long lay-offs and unemployment due to strikes may be avoided.

"Labour must take a sane and sensible approach to strikes," he continued. "The farther we get away from harmony between management and labour, the more likely it is that a condition will arise that will result in a strike.... When the strike is over we do not always find full employment is possible."

Mr. W. Ross Thatcher said that in his opinion one of the major factors causing unemployment is "oppressive" taxation. "High taxes are adversely affecting consumer purchasing power in our domestic markets," he said. "That reduced demand for goods must reflect itself in a reduced demand for labour."

High taxes are also harmful to the nation's investment program in new plant and new equipment, are discouraging initiative and are forcing prices up, he said. "High prices are contributing to decreased demand," he added.

He urged the Government to reduce taxes as a means of dealing with the unemployment problem.

Mr. W. A. Stuart (Charlotte) said he was "greatly disturbed" by the fact that wages continue to increase while the incomes of primary producers decrease.

Other speakers in the debate were Jean-François Pouliot (Temiscouata), W. G. Blair (Lanark), W. B. Nesbitt (Oxford), Harold E. Winch (Vancouver East), F. D. Shaw (Red Deer) and J. H. Dickey, Parliamentary Assistant to the Minister of Defence Production.

February 17

When the debate resumed, Mr. Dickey pointed out that the money collected in taxes does not go out of the economy but is used by governments to meet expenditures that buy supplies and pay wages.

He argued that if there were 530,000 Canadians unemployed, the situation calls for specific suggestions, not a parliamentary committee; but if the number of unemployed was 280,000 a parliamentary committee would be unjustified. In other words, he said, the suggestion that a committee be formed "is either too little or it is not needed at all".

He said the subamendment calling for action on the part of the Government took "a more practical approach" to the problem. But, he said, the speeches made on the subamendment were not very specific about the particular kinds of action that should be taken.

"The fundamental cure for these problems," he concluded, "is an expanding economy, bigger and better external trade, better internal trade and a high level of investment. The policies of this Government have been designed to bring about all those three things."

Hon. George A. Drew, Leader of the Opposition, pointed out that the President of the United States had appointed a commission to inquire into the unemployment situation in that country and to make recommendations both for a short-term and long-term solution as well as to recommend any immediate steps that should be taken. Proportionately, unemployment in Canada was "substantially" higher than in the United States. "If there is cause for concern in the United States," he said, "there is still greater cause for concern here." It was not sufficient, he added, to make a general statement such as the Minister of Labour had made.

While he welcomed a demand for immediate action, he felt a parliamentary committee was still necessary "so we may have a chance to find out what the facts actually are and so short-term and long-term plans may be adopted without any delay".

Mr. G. H. Castleden (Yorkton) said a public works program is not enough. "Basically we have got to get down to the question of trade, and we have to get back to that position where we can manufacture goods that will be exchanged for the goods of other countries, which will keep our construction projects and factories working.

"The immediate program will have to be one that will take regard of the position of the 500,000 people who are today unemployed," he went on, "and something more will have to be done for these people than is being done now. We will have to have something more to say to them than, 'Well, you had better go and look elsewhere for work.'"

Other speakers in the debate were A. B. Patterson (Fraser Valley), Elmore Philpott (Vancouver South), G. R. Pearkes (Esquimalt-Saanich) and Erhart Regier (Burnaby-Coquitlam).

40-Hour Week in Government Service

February 16

Hon. Douglas Abbott, Minister of Finance, announced the localities in which the 40-hour five-day week was to go into effect April 1 for operating and clerical employees.

On Mr. Abbott's list were five places in Newfoundland, 13 in Nova Scotia, 2 in Prince Edward Island, 11 in New Brunswick, 39 in Quebec, 73 in Ontario, 4 in Manitoba, 4 in Saskatchewan, 6 in Alberta and 23 in British Columbia.

The Minister pointed out that some types of employment, e.g., in hospitals and as firefighters and prison guards, were excepted from the 40-hour five-day week.

Union Label on Government Printing

February 17

Mr. Stanley Knowles (Winnipeg North Centre) asked whether consideration had been given to the placing of all government printing in shops entitled to use the union label and the results of such consideration, and whether consideration had been given to the use of the union label on government printing done in union shops and the result of such consideration.

Hon. John W. Pickersgill, Secretary of State, replied that "it is the view that no properly equipped printing shop having the demonstrated skill required for the work should be excluded from tendering on government work". In answer to the second part of the question he referred to the reply given in the House of Commons on June 18, 1952.

SEASONAL UNEMPLOYMENT

Department of Labour publishes highlights of report on the results of survey of more than 600 Canadian employers in 18 seasonal industries

Highlights of a report on the results of a survey of seasonal unemployment in Canada (*see* box) have been published by the Department of Labour. The bulletin, *Seasonal Unemployment in Canada*, after a brief discussion of seasonal unemployment in Canada generally, consists of studies on the extent and causes of seasonal unemployment in 18 Canadian industries, each containing descriptions of methods used or recommended by employers to reduce seasonal employment variations in their industries.

Copies of the publication may be obtained by writing to the Department.

The chart overleaf gives an estimate of the number of seasonal workers in the 18 industries. The numbers are calculated from Dominion Bureau of Statistics employment indexes, which are based on employment in establishments usually employing 15 or more workers. Since in some industries many employees do not work in establishments as large as this, the number of seasonal workers shown in the chart may be considerably less than the total for the industry.

Extent of Seasonal Employment Variations

Both the extent and pattern of seasonal unemployment vary considerably from industry to industry.

Peak employment in the logging industry in eastern Canada, for example, occurs in the fall and winter and reaches a level 156 per cent above that existing at the time of minimum employment. In British Columbia, on the other hand, the variation is not so great (58 per cent above minimum employment) and the peak is reached in the spring and summer.

The greatest variation recorded is for the canned and preserved fruits and vegetables industry, in which employment in late summer and fall reaches a peak 234 per cent above the minimum and in which many firms shut down completely during the winter.

Employment fluctuations vary in different parts of the construction industry. At the time of peak activity, the number employed in building construction is 28 per cent greater than at the low point, while the number employed in highway construction is 92 per cent greater.

In some industries, fluctuations are more moderate.

Late in 1952, the National Advisory Council on Manpower asked the National Employment Committee (Unemployment Insurance Commission) to study the problem of seasonal unemployment. During the summer of 1953, the Committee distributed, through regional and local employment committees, a questionnaire to more than 600 Canadian employers in 18 seasonal industries asking them the extent of seasonal variations in their employment, what methods they had developed to reduce these variations and what suggestions they had for further action along this line. The replies were analysed by the Economics and Research Branch of the Department of Labour and a report on the results of the survey was issued. The highlights of this report have now been published under the title *Seasonal Unemployment in Canada*.

Causes

There are a number of causes of seasonal unemployment but in Canada climate remains the most fundamental.

Seasonal fluctuations in the supply of raw materials are another major cause of seasonal employment variations.

Seasonal variations in consumer demand for certain products and services cause seasonal employment changes in certain industries, e.g., women's clothing, retail trade, and hotels and restaurants.

Remedies

Many employers have taken steps to mitigate the effects of seasonal fluctuations in the demand for their products. Firms active in both logging and sawmilling, for example, have integrated bush and mill work as far as possible and have tried to stabilize logging employment by lengthening the cutting season.

In a number of industries, notably in the canning and preserving of fruits and vegetables, in hotels and restaurants and in retail trade, many persons who do not want year-round jobs, e.g., housewives and students, are employed during the busy season. This does not reduce seasonal employment variations but does reduce seasonal unemployment because the workers involved usually leave the labour force when their jobs end.

Stockpiling of raw materials and sometimes of finished products has been helpful in reducing seasonal employment variations in sawmills and in pulp and paper mills

as well as in the meat products industry, where large quantities of meat are now kept in cold storage. Other methods used by employers in a number of industries (e.g., dairy products, canned and cured fish, canned and preserved fruits and vegetables, electric light and power, and construction) are: deferring maintenance and repair work until the slack season, granting vacations in the off-season, and diversifying production as much as possible.

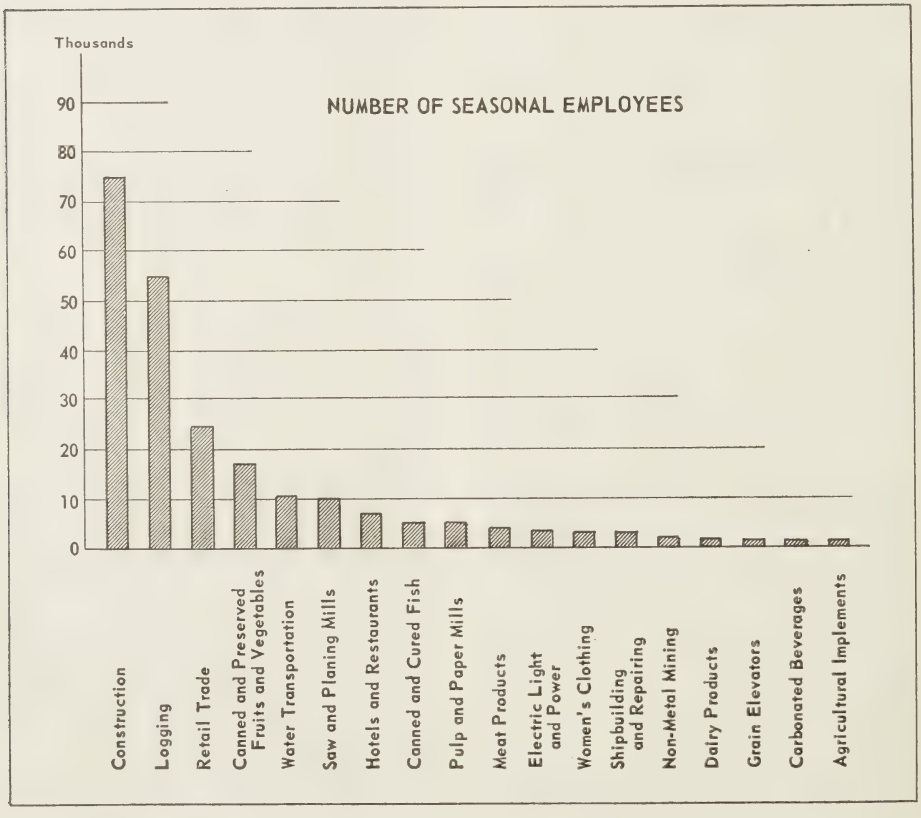
In the building construction industry, the commonest technique used to reduce seasonal employment variations is "to get the building closed in by winter" and then continue work on the interior.

Logging employers, both east and west of the Rockies, suggest that further reduction of seasonal employment variations could be brought about by better planning of cutting operations, greater mechanization and the building of all-season roads to facilitate transportation.

In the meat and dairy products industries, it is suggested that year-round supplies of livestock and milk products would help to stabilize employment; but ways of achieving this are not suggested by employers. Better organization of production schedules, better selling techniques and the addition of non-perishable lines are recommended in the canning industries. Increased mechanization of fishing fleets and of processing plants would also be helpful to the fish canning and curing industry. Diversification of products or activities are recommended in the women's clothing, agricultural implements and shipbuilding and repairing industries.

In the construction industry, one group of contractors suggests that tenders, especially on government contracts, should be called in fall and winter so that actual construction could begin in early spring.

Other contractors' suggestions include recommendations that wage rates be varied downwards in winter so that attractive estimates can be made for winter work and that, in addition, the public be made aware that inside construction work is possible in winter when qualified labour is, in fact, more readily available.



Fatal Industrial Accidents, 1953*

Industrial fatalities decreased by 104 in 1953 but accidents reported by Workmen's Compensation Board increased from 476, 313 to 480, 361

During the calendar year 1953, industrial fatalities in Canada totalled 1,345, a decrease of 104 from the 1952 figure of 1,449. Included in the final figure for 1952 are 21 deaths not previously reported. Accidents, both fatal and non-fatal, reported by Workmen's Compensation Boards increased from 476,313 in 1952 to 480,361 in 1953.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the LABOUR GAZETTE.

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

During the year, there were 12 industrial accidents which caused the death of three or more persons in each case. On January 20, a "bump" in a coal mine at Coleman, Alta., cost the lives of three miners. At Butedale, B.C., four construction employees and two union representatives were killed on January 27 when the aircraft in which they were travelling crashed into the water. A flash fire on February 5, at a Niagara Falls, Ont., chemical plant resulted in the deaths of three workers. The fire occurred while repairs were being made inside a steel tank. Five employees of a Canadian air transport company were killed at Karachi, Pakistan, on March 2, when their aircraft crashed while taking off.

On April 12, four prospectors, three employees of a fishing camp and an aircraft pilot were killed near Lac Manitou, Que., when the airplane in which they were travelling crashed into a mountain. Four crew members of an air service company were lost when their plane disappeared on a flight between Gander, Nfld., and Ottawa, Ont., on April 18. At Rabbit Lake, Ont., four men employed in the logging industry were drowned on April 30, when the tug *White Bear* disappeared while on a trip to pick up a log boom. On May 11, three men normally employed as bushworkers were drowned at Rib Lake, Ont. At the time of the accident, the men were ferrying their employer across the lake, after having spent the day working at his summer home.

On October 19, a plane crash near Squamish, B.C., took the lives of the pilot, a nurse and a miner. The accident occurred when the plane was returning on a mercy flight with the miner who had been injured in an accident at his work. At Lake Pascalis, Que., four lumberjacks were drowned on November 16 when they broke through the ice while walking across the lake to a logging camp. Three construction workers were killed at Southside, Nfld., on November 28 as a result of a dynamite explosion. In an accident at sea five men aboard the tug *C.P. Yorke* were drowned December 11 when the tugboat struck a reef and sank in the Gulf of Georgia.

Fatalities by Causes—Table H-2 contains information on industrial fatalities classified by industry and by cause; the cause classification used is that adopted January 1, 1952.

An analysis of the causes of the 1,345 fatalities which occurred during the year shows that 386 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group the largest number of deaths were caused by falling trees and limbs (63), by automobiles and trucks (50), landslides and cave-ins (29), and objects falling or flying in mines or quarries (28). Accidents which involved "collisions, derailments, wrecks, etc.," were responsible for 311 of the industrial deaths

*See Tables H-1 to H-5 at end of book.

during the period. These included 140 fatalities involving automobiles or trucks, 54 resulting from tractor or loadmobile accidents and 49 involving watercraft. In the classification "falls and slips", 230 fatalities were reported. Of these, 212 were caused by falls to different levels.

Fatalities by Provinces—(See Table H-3.) The largest number of industrial fatalities recorded in any province in 1953 was 441 in Ontario, a decrease of 46 from the previous year. Of these, 104 occurred in manufacturing, 76 in construction and 53 in the transportation industry. In Quebec, 283 fatalities were recorded, including 58 in manufacturing, 49 in the transportation industry and 48 in construction. British Columbia followed with 246 during the year. Accidents in the logging industry were responsible for 72 of these fatalities.

Fatalities by Industries—Table H-4 provides an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given; these, although not in any case for the year under review, are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,345 fatalities in 1953 was in manufacturing with 18·1 per cent, an increase of about two per cent over the previous year. Fatalities in construction accounted for 16·9 per cent as compared with 17·0 per cent in 1952.

The percentage in mining showed a slight decrease, being 14·0 per cent compared with 14·6 per cent in the preceding year. In the transportation industry, the percentage decreased from 17·5 per cent in 1952 to 13·4 per cent in 1953.

WOMANPOWER

Here is a second instalment from a booklet soon to be published by the Unemployment Insurance Commission with the title "Womanpower, a Handbook of Source Material on Wage-earning Women in Canada"

VIII—Industrial Composition of Female Labour Force

Where Women Work

A previous section dealt with women in the labour force of Canada according to occupation. The data presented in Table 6 showed the *kind* of work women do. Now to look at the industries in which women are employed; in other words, *where* women work. This information is shown in Table 9.

It will be seen from Table 9 that of the 1,164,000 working women at the time of the 1951 census, almost a million were employed in the industrial groups of *manufacturing, service and trade.* In those of *agriculture, finance and insurance,* and *transportation and communication,* another 148,000 were employed, while the remainder were spread over the *construction, public utility, mining and forestry* industrial groups.

In only the service group did women workers constitute half or more of the total of all workers in that industrial group. Each industrial group, however, comprises a number of industries and industrial sub-groups; specific industries and sub-groups in which women workers outnumbered men were as follows:—

Industry	Total Workers	Women Workers	Per Cent
Tobacco and Tobacco Products Mfg.[1]	8,480	4,652	54·9
Clothing Manufacturing	120,545	74,757	62·0
Communication-Telephone	48,966	30,233	61·7
Department Stores	82,328	50,141	60·9
Variety Stores, 5 & 10 to a $1 Stores	18,082	14,293	79·0
Retail Women's and Childrens' Clothing Stores	22,471	17,320	77·1
Banks	47,104	25,194	53·5
Community Service[1]	371,748	234,786	63·2
Laundries	14,538	8,253	56·8
Private Households	83,012	77,796	93·7
Restaurants, Cafes, Taverns	80,999	42,753	52·8

[1] Sub-group.

TABLE 9.—LABOUR FORCE BY INDUSTRY AND SEX, JUNE 1951

Industry	Total Workers	Women Workers	Per cent of Total	Per cent of all Women Workers
All Industries	5,286,153	1,164,321	22·0	100·0
Agriculture	827,030	35,099	4·2	3·0
Forestry and Logging	129,832	2,344	1·8	0·2
Fishing and Trapping	50,579	405	0·8	.....
Mining	103,848	2,328	2·2	0·2
Manufacturing	1,360,662	274,751	20·2	23·6
Electricity, Gas, Water	61,814	5,342	8·6	0·5
Construction	350,896	6,007	1·7	0·5
Transportation, Storage, Communication	402,707	48,762	12·1	4·2
Trade	709,768	211,643	29·8	18·2
Finance, Insurance, Real Estate	143,995	63,968	44·4	5·5
Service	1,077,465	500,660	46·5	43·0
Not Stated	67,557	13,012	19·3	1·1

Women in the Agricultural Labour Force

At the outbreak of the Second World War, Canada's agricultural labour force totalled some 1·4 million persons of whom 185,000 were women. During the war the number of those engaged in agriculture decreased to slightly more than a million but at the same time the participation of women in agriculture increased to about 200,000. With the return of men from the armed forces, the total number of persons employed in agriculture rose to a million and a quarter in 1946 but has been diminishing ever since. At May 1953, the agricultural labour force totalled 887,000, of whom only 49,000 were women.

A relatively small number of women operate farms or are paid workers on farms. It follows, then, that the participation of women in agriculture is largely as unpaid family workers. Table 10 shows a breakdown of the labour force by agricultural and non-agricultural, as well as by occupational status, for males and females. The data shown in the table relate to the week ending May 16, 1953, the week of the May labour force survey.

The data in Table 10 bring out the point rather strikingly that women's participation in the labour force is greater proportionately for the paid worker segment than for the total labour force and greater still for non-agricultural paid workers. These data expressed percentagewise are as follows:—

	(in thousands)		Per cent
	Total	Women	
Labour Force [1]	5,207	1,158	22·2
Paid Workers	3,902	1,032	26·4
Non-Agricultural Paid Workers [1]	3,795	1,025	27·0

[1] Excluding those without jobs and seeking work.

IX—Labour Force by Age Group

Women in the labour force are younger than their male counterparts. Of the female labour force at May 1953, 41 per cent were in the age group 25-44 years while the comparable percentage for males was 48. In the age group 45-64, only 19 per cent of the female labour force fell into this group as compared with 29 per cent of males. For the group 65 years and over, only two per cent of the female labour force were in this category, a relatively smaller proportion than the 5 per cent for males.

In the younger age groups, some 22 per cent of the labour force females were included in the age group 20-24; but the corresponding percentage for males was 11. Similarly for the youngest group, 16 per cent of the female labour force were under 20 years of age but only 7 per cent of the male labour force were within this age limit.

The fact that women in the labour force generally are younger than males is, of course, because of the earlier withdrawal of women from the labour force for reasons of marriage. Table 11 presents a tabulation of the labour force by age group showing data for males and females separately.

TABLE 10.—OCCUPATIONAL STATUS OF PERSONS IN LABOUR FORCE [1], AGRICULTURAL AND NON-AGRICULTURAL, BY SEX, MAY 1953

(in thousands)

—	Total	Paid Workers	Own Account Workers	Employers	Unpaid Family Workers
Total Labour Force	5,207	3,902	725	315	265
Male	4,049	2,870	684	300	195
Female	1,158	1,032	41	15	70
Agricultural Labour Force	887	107	489	80	211
Male	838	100	483	79	176
Female	49	7	6	1	35
Non-Agricultural Labour Force	4,320	3,795	236	235	54
Male	3,211	2,770	201	221	19
Female	1,109	1,025	35	14	35

[1] Excluding those without jobs and seeking work.

Table 11 shows the age composition of male and female groups in the labour force; it does not show the proportion of all men and women in the various age groups who are in the labour force. An examination of the data recorded on this basis reveals that more than 90 per cent of men in the three age groups 20-64 are in the labour force; 49 per cent of those 14-19 years old; and 35 per cent of those 65 years and over.

In no single age group do more than half the women participate in labour force activity. The participation of women is highest in the age group 20-24 at 48 per cent, followed by those in the youngest group, 14-19 at 31 per cent. Some 23 per cent of women in the age group 25-44 are in the labour force, 18 per cent of those in the age group 45-64, but only 3·5 per cent of the older women, 65 years and over. Table 12 shows these data in detail.

X—Number of Hours Worked

During the labour force survey week which ended April 18, 1953, about 8·5 per cent of those in the labour force worked less than 35 hours. Among females, those who worked less than 35 hours formed 14·1 per cent of all female workers and among males, 6·9 per cent. At the other end of the scale in terms of hours worked, 13·3 per cent of all workers worked 55 hours or more; of the female labour force 4·9 per cent worked 55 hours or more and of the male labour force, 15·7 per cent. Because of the preponderance of males in agriculture, however, data for non-agricultural and for the paid worker segment only are perhaps more meaningful for most purposes. Table 13 shows the number of hours worked by persons in the labour force during the week ending April 18, 1953, both for total labour force and for non-agricultural paid workers.

No precise information is available as to the extent that women are employed part-time. Those shown in the table as working less than 35 hours, together with the group mentioned in the footnote that worked "0" hours, comprise (1) workers on short time, that is, where their employer because of shortage of work has placed them on a two-, three- or four-day week or week-about basis or some similar pattern of employment; (2) part-time workers working part of the normal working day or week, e.g., afternoons or Fridays and Saturdays to meet the regular needs of the employers who employ them; and (3) persons engaged

TABLE 11.—LABOUR FORCE BY AGE AND SEX GROUP, MAY 1953

(in thousands)

Age Group	Both Sexes		Male		Female	
	Number	Per cent	Number	Per cent	Number	Per cent
Total	5,321	100·0	4,151	100·0	1,170	100·0
14—19	498	9·4	307	7·4	191	16·3
20—24	734	13·8	478	11·5	256	21·9
25—44	2,461	46·2	1,978	47·7	483	41·3
45—64	1,414	26·6	1,193	28·7	221	18·9
65 and over	214	4·0	195	4·7	19	1·6

TABLE 12.—LABOUR FORCE PARTICIPATION BY AGE AND SEX, MAY 1953

(in thousands)

Age Group	Males			Females		
	No. 14 years and over	No. in labour force	Per cent	No. 14 years and over	No. in labour force	Per cent
Total	4,995	4,151	83·1	5,011	1,170	23·3
14—19	626	307	49·0	625	191	30·6
20—24	507	478	94·3	536	256	47·8
25—44	2,021	1,978	97·9	2,085	483	23·2
45—64	1,288	1,193	92·6	1,223	221	18·1
65 and over	553	195	35·3	542	19	3·5

in casual work—some hours per day or some days per week but with no regular pattern of employment. The group working less than 35 hours as shown in the table also includes persons who lost or found jobs during the week or those who worked part of the week for reasons mentioned in footnote 2, Table 13.

XI—Part-Time Work

Part-Time Work Defined

Part-time work has received considerable attention from certain national and international organizations whose membership is concerned about the employment of women, particularly in regard to the possibility or feasibility of part-time employment for the older women worker. While the problem of the older worker has been widely recognized in many countries, and while it is true that part-time employment may in many instances accommodate the limitations of the aging worker, there are advantages and disadvantages in this arrangement for both the employer and the worker which should not be overlooked by those studying this subject.

The employment of workers for periods shorter than the normal working day or week has long been an established practice by which an employer, employing those unable to work a normal day or week, meets a shortage of workers in a period of high employment. This practice has also been resorted to in periods of financial depression, when the operations of an industry had to be curtailed for lack of sufficient income. Such a condition prevailed in many areas during the depression of the Thirties when the unemployed worker, often skilled and experienced, was glad to obtain employment for at least part of the day or week, and when the employer, struggling to keep head above water in the great economic disaster, could meet only part of a former full-time payroll.

TABLE 13.—NUMBER OF HOURS WORKED BY PERSONS IN LABOUR FORCE [1] APRIL 18, 1953

(in thousands)

—	Total	0 [2] hours	1–14 hours	15–24 hours	25–34 hours	35–44 hours	45–54 hours	55 and over
Labour Force								
Both sexes	5,076	135	64	125	107	2,695	1,274	676
Per Cent	100·0	2·6	1·3	2·5	2·1	53·1	25·1	13·3
Males	3,946	112	26	73	61	1,969	1,084	621
Per Cent	100·0	2·8	0·7	1·9	1·5	49·9	27·5	15·7
Females	1,130	23	38	52	46	726	190	55
Per cent	100·0	2·0	3·4	4·6	4·1	64·2	16·8	4·9
Paid Workers								
Non-agricultural								
Both Sexes	3,727	101	46	76	77	2,415	820	192
Per cent	100·0	2·7	1·2	2·0	2·1	64·8	2·0	5·2
Males	2,709	80	20	40	38	1,723	653	155
Per cent	100·0	3·0	0·7	1·5	1·4	63·6	24·1	5·7
Females	1,018	21	26	36	39	692	167	37
Per cent	100·0	2·1	2·6	3·5	3·8	68·0	16·4	3·6

(1) Excluding those without jobs and seeking work.

(2) Included in those who worked "0" hours are those who had jobs but were off work because of illness, vacation, bad weather, industrial dispute or temporary lay-off.

A Definition of Part-time

A part-time job is one in which the worker is employed for part of the normal day or week *on a regular schedule.*

Casual Employment Is Not Part-time Employment

"Casual" is a term used to classify employment in which the worker works at her own or her employer's convenience *on an intermittent basis,* although the duration of the work may at times equal or even exceed the normal daily or weekly work period.

Short-time Employment Is Not Part-time Employment

A short-time worker is one who, because of the curtailed operations of the employer, is *temporarily* placed on a work schedule of less than the regular work week. Such schedule might be two, three or four days per week, week-about, half-days, or some other arrangement by which the requirements of reduced production could be met. A short-time worker is usually so engaged for only a limited period until the regular full-time hours and income of the job are restored.

Half-time

"Half-time" is a term not generally used in Canada and was in years past applied to a special group of workers, often young persons of school age, who spent one half-day at work and attended school the other. The term may be regarded as obsolete in Canada.

Classification of Workers and Jobs

The term "part-time" is not to be confused with "short-time", "spare-time" or "casual"; nor should there be confusion between classification of worker and classification of job. For statistical purposes a worker is counted once only and when more than one job is held by the same person, the worker is classified according to the job which requires the greater part of her time. For example, full-time workers often take jobs in spare-time periods to supplement inadequate full-time wages. In such instances, the worker is classified as a full-time worker although the spare-time employment may be either part-time or casual. It is worthy of note that because a worker can hold more than one job at a time, the total number of workers in a given area does not necessarily equal the total number of jobs in the same area.

Advantages and Disadvantages

Part-time work seldom pays more than part-time wages although some part-timers may earn substantial amounts when selling on a commission basis during the part-time work period. In such instances, a special ability and experience are required. While the wage is less than the full-time rate, the part-time worker usually has the same daily expenses as the full-time worker, such as the cost of transportation, clothing and meals while away from home.

From the employer's standpoint, the advantages and disadvantages do not always balance each other. In the retail trade, for instance, it would be unprofitable for an employer to maintain a full-time staff adequate to meet the limited peak sales periods throughout the normal working day or week; part-timers are therefore employed to augment the regular sales force during rush periods.

The saving in wages through the employment of part-timers may be offset, to some extent at least, when large numbers of part-timers are employed, by the following factors:—

(1) The same expense and work is involved in record-keeping for a part-timer as for a full-time employee.

(2) The employer may have to pay more to the part-timer on an hourly basis than to the full-time worker.

(3) In Canada, commercial establishments are subject to provincial statutes and must comply with provincial laws in respect to minimum wages, vacations with pay, safety and welfare measures, and part-timers are not excluded in respect to such laws or regulations.

In considering the same expense and the same responsibilities involved in maintaining a part-time worker, coupled with the possible higher hourly-rate, the maintenance of a part-time worker may cost only a little less than that of a worker on a full-time basis.

It is understandable, therefore, that unless a part-time worker fills a specific need, and such needs differ sharply between industries and between areas, some employers do not readily accept the part-timer until there is an acute shortage of labour.

Part-Time Work in Canada

In Canada, precise information has not been recorded as to the extent to which women are employed part-time, although reference to Table 13 shows the number of hours worked by persons in the labour force. Those who worked less than 35 hours during the week of April 18, 1953, comprise the following groups:—

(1) *Short-time Workers*—That is, those whose employer had placed them on a two-, three- or four-day week, or some similar pattern of employment.

(2) *Part-time Workers*—Those working part of a normal working day or week (e.g., afternoons, or Fridays and Saturdays, or any arrangement to meet the *regular need* of the employer).

(3) *Casual Workers*—Those engaged in casual work for some hours per day or for some days per week, but with *no regular hours-pattern* of employment.

(4) *Unclassified*—A group of persons who had lost or found a job during the week of April 18, 1953, and those referred to in Footnote No. 2, Table 13.

To make a comprehensive study of part-time work and part-time workers it would be necessary to make surveys in representative areas throughout Canada. Without such surveys it is not possible to do more than generalize, although there can be no doubt that there are many more women than men engaged in part-time work; the statistics support this. Women probably engage in part-time work because the hours do not interfere with domestic responsibilities while, at the same time, the work itself brings contacts outside the home and opportunities to utilize ability, training and skills, without neglect of the obligations to home and family.

Women Workers Found in Every Japanese Occupation

There is no occupation in Japan in which women are not employed, according to a bulletin* published by the Women's and Minors' Bureau of the Japanese Ministry of Labour.

Describing the advance of Japanese women in the post-war years, the bulletin reveals that the number of gainfully-employed women amounts to more than one-third of the gainfully-employed men. Of the 14,340,000 paid workers in August 1952, 10,470,000 were men and 3,870,000 were women.

Women helping with family businesses, acting as proprietors and engaging in family farm work have increased the total number employed to more than half the number of men in all occupations. Of the 37,510,000 workers in Japan in August 1952, 22,680,000 were men and 14,840,000 were women.

Since the end of the war, the number of women engaged in the textile manufacturing industry has risen to more than 600,000. Shop girls and women office workers are numerous and the number of women in government service has increased. More women are being appointed to executive positions in government departments dealing with women's and children's affairs.

The number of women in professional life has increased since the war. Of the 33,545 primary and secondary school principals in May 1952, 127 were women. There are 17 qualified women lawyers in Japan, five probation judges, two public prosecutors and an ever-increasing number of nurses and dieticians. The number of women students in colleges and universities in May 1952, was 67,681, compared with 434,231 men.

Under the Labour Standards Law of 1947, women in Japan obtained maternity benefits and equal pay with men. Before the war the number of women in trade unions was about 13,000. Since the war this number has increased greatly, amounting to 1,507,017 in 1948 but falling off slightly to 1,352,620 in 1951.

In 1952 the average monthly wage for women workers was 7,215 yen, or 45.5 per cent of the average for men (15,860 yen). The difference, according to the bulletin, is explained by the lower average age of women workers (23.8 years compared with 32.5 years for men) and their usually shorter duration of service and fewer number of dependents.

Advance of Japanese Women in the Post War Years, Bulletin No. 4, Women's Affairs Series.

International Labour Organization

ILO Inland Transport Committee

48-hour work-week for road trucking and inter-city passenger transport recommended. Working conditions of long-distance drivers and welfare facilities for dock workers also discussed at fifth session

A normal work-week of 48 hours for road trucking and inter-city passenger transport was proposed in a report drawn up and approved by the ILO Inland Transport Committee* at its fifth session in Geneva in February.

The report, which dealt with road conditions, also proposed a maximum period on the road of 146 hours in any two-week period for vehicles conducted by two drivers who alternate with each other; a minimum rest stop of 30 minutes between the fourth and sixth hour of driving; an average daily rest period of at least 11 hours and in no case less than eight hours; 52 days of rest per year, plus traditional legal holidays; and a minimum age of 18 years for transport drivers, with a 21-year minimum for drivers of passenger and long-haul transports and in international trucking.

Other parts of the report dealt with wages, subsistence allowances and health and welfare facilities for transport workers.

After much discussion on the form the Committee's conclusions should take, it was decided that they should appear as a memorandum that would, it was emphasized, consist of "advice given for the guidance of those responsible for the preparation of legislation or for the negotiation of collective agreements". Authorities or organizations concerned "are entirely free to make use, or not to make use, of this guidance as they see fit," the report stresses.

A second report approved by the Committee contained conclusions and statements concerning welfare facilities for dock workers. It found that suitable welfare facilities for these workers would minimize the effects of irregularity of employment, irregular hours of work, waiting time, exposure to inclement weather, handling of dangerous goods and other conditions inherent in dock work.

A survey of existing facilities in each port and periodic reviews of progress being made were recommended. The report also listed specific welfare services that should be provided for dock workers. These included waiting and eating rooms, canteens serving hot meals, drinking water and washing facilities, first-aid, and protective clothing and equipment for the handling of certain types of cargo.

The management of educational, social and recreational activities among dock workers should be left to those directly interested, the report stated.

In addition to the two reports, the Committee adopted a number of resolutions calling for, among other things, a study of ways to reduce accidents in the coupling of railway cars, a study of labour conditions in the inland transport of Asia and Africa, a study of the dangers inherent in grain dust, a tripartite conference to consider a regional agreement on dockers' conditions in North Sea ports, and another tripartite conference to discuss inland transport problems between Pakistan and India.

The ILO Governing Body was asked to place on the agenda for the sixth session of the Committee the following items: (1) Methods of increasing productivity of dockers (employers' proposal) or organization of work and productivity in ports (workers' proposal); (2) Vocational training for drivers of all types of transport except railways; and (3) Labour inspection in road transport.

A total of 215 delegates and advisers from 30 countries attended the meeting, establishing an attendance record for ILO industrial committees.

Canada was represented by the following delegates:—

Government Delegates: George Currie, Industrial Relations Officer, Department of Labour, Vancouver; and Francis Hereford, Assistant Director, Special Services Branch, Department of Labour, Ottawa.

Employer Delegates: Camille Archambault, Director of Public Relations, Auto-

*ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

motive Transport Association of Quebec, and President of the Rapid Transport Terminal in Montreal; and William G. Scott, Railway Association of Canada, Montreal.

Employee Delegates: H. C. Banks, Canadian Representative, Seafarers' International Union of North America, Montreal; and D. N. Secord, Secretary-Treasurer, Canadian Brotherhood of Railway Employees and Other Transport Workers, Ottawa.

37th General Conference Opens June 2

Will discuss adoption of Recommendation concerning two weeks' annual vacation with pay. No Convention on agenda for this year's meeting

The 37th general conference of the International Labour Organization opening June 2 at Geneva will consider the adoption of a formal Recommendation* that workers, with certain exceptions, should have an annual paid holiday of not less than two normal working weeks. No Conventions are due to be considered by this year's conference.

The suggested Recommendation was first discussed by the conference at its 1953 session, when a number of principles were agreed upon. On the basis of these conclusions, the International Labour Office—the ILO's secretariat—prepared a draft text which it submitted to governments for comment. This text, which was revised in the light of the government's observations, will now be considered by the conference.

The question of holidays with pay is one of seven on the agenda of the session. It is the only agenda item under which the delegates will be called upon to adopt international social standards.

The other questions on the agenda are:—

A first discussion of vocational rehabilitation of the disabled.

A first discussion of the conditions of migrant workers in underdeveloped countries.

A first discussion of penal sanctions for breaches of contracts of employment.

A report on the ILO's technical assistance to underdeveloped countries.

The annual report of Director-General David A. Morse.

The adoption of the ILO's 1955 budget and other financial questions.

Information and reports on the application of Conventions and Recommendations adopted at previous sessions.

The suggested Recommendation on holidays with pay would apply to all employed persons except seafarers, agricultural workers, workers in domestic service, and workers in family undertakings.

The draft text declares that "every person covered by this Recommendation should be entitled after one year of continuous service with the same employer to an annual holiday with pay of not less than two normal working weeks".

It also suggests that the right to an annual paid holiday proportionate to the number of full months of service should be acquired after six months' continuous service.

The text proposes that effect may be given to the Recommendation by means of public or voluntary action, through legislation, statutory wage-fixing machinery, collective agreements or arbitration awards, or in any other manner consistent with national practice.

The conference will also consider the desirability of adopting international regulations designed to protect workers who migrate within, from or into the less developed countries.

If the conference agrees after a "first discussion" that the adoption of such regulations should be considered, the question will come before a later session—probably that of 1955—for final action.

Replies to a questionnaire distributed by the ILO reveal that most governments with views on the question consider that the proposed international regulations should take the form of a Recommendation.

Preliminary consideration will also be given to the drafting of a Recommendation

*Under the ILO's constitution, member countries have an obligation to consider Recommendations with a view to giving effect to them by legislative or other action. In contrast to ILO Conventions, Recommendations are not subject to ratification.

calling for the immediate abolition, wherever they continue to exist, of penal sanctions for breaches of employment contracts.

If the conference decides that such a Recommendation is advisable, final action will be taken following a second discussion at a later session, probably in 1955.

The proposed Recommendation would supplement an International Labour Convention adopted in 1939. This Convention, which says that penal sanctions "shall be abolished progressively and as soon as possible," has been ratified only by the United Kingdom and New Zealand. Italy has undertaken to apply it in the trust territory of Somaliland.

It is also proposed that the June conference give preliminary consideration to a resolution affirming the view "that abolition of all such penal sanctions is now practicable and should everywhere be completed not later than three years from the date of adoption of the present resolution". Final action on this resolution, if the discussion was favourable, would also presumably be taken in 1955.

In preparation for the Conference discussions, a questionnaire was sent to Governments requesting their views on the form and content of the proposed Recommendation. Only South Africa, of the countries replying, expressed complete opposition to the immediate abolition of penal sanctions.

According to a suggested text prepared by the International Labour Office on the basis of the replies to the questionnaire, "breach of contract" would be defined in the proposed Recommendation as follows:—

"(1) Any refusal of the worker to commence or perform the service stipulated in the contract.

"(2) Any neglect of duty or lack of diligence on the part of the worker.

"(3) The absence of the worker without permission or valid reason.

"(4) The desertion of the worker."

A. H. Brown, Deputy Minister of Labour, will head the Canadian delegation to the conference. The other government delegate is Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch.

Advisers to the government delegates are: Ian Campbell, National Co-ordinator of Civilian Rehabilitation, and Donald S. Tysoe, Industrial Relation Officer, both of the Department of Labour; Pat Conroy, Canadian Labour Attaché at Washington; and Hector Allard and K. McIlwraith, both of the Canadian Permanent Delegation to the United Nations, Geneva.

The employer delegate is Harry Taylor, Manager of Industrial Relations, Union Carbide Canada Limited, Toronto, representing the Canadian Manufacturers' Association. Advisers to the employer delegate are: J. A. Brass, General Secretary, Railway Association of Canada, Toronto; W. A. Campbell, Vice-president and Secretary, Canadian Westinghouse Co. Limited, Hamilton, representing the Canadian Manufacturers' Association; S. M. Gossage, Assistant Manager of Personnel, Canadian Pacific Railway Company, Montreal, representing the Canadian Chamber of Commerce; and J. A. Laprès, Assistant to the President, H. J. O'Connell Co. Limited, Montreal, representing the Canadian Construction Association.

The worker delegate is Claude Jodoin, Vice-president, Trades and Labour Congress of Canada. Advisers to the worker delegate are: V. B. Anderson, Chairman, Manitoba Provincial Executive Committee, and Secretary, Winnipeg and District Trades and Labour Council (TLC); H. A. Chappell, National President, Canadian Brotherhood of Railway Employees and Other Transport Workers, representing the Canadian Congress of Labour; W. K. McKee, Vice-president, Brotherhood of Maintenance of Way Employees, representing the National Legislative Committee (Canada), International Railway Brotherhoods; and Gérard Picard, President, Canadian and Catholic Confederation of Labour.

Secretary to the delegation is J. F. Francis, Economics and Research Branch, Department of Labour.

The LMPC and management at Barber Die Casting Co. Ltd. in Hamilton, Ont., have worked out a new safety device for protecting men working on die-casting machines.

The device prevents dies from closing on workers engaged in polishing, removing stuck castings and making adjustments. The device has been extensively tested and will be attached to all die-casting machines.

Labour representatives on the LMPC are members of Local 4153, United Steelworkers of America, the bargaining agent.

Soviet Union Decides to Accept Obligations of ILO Constitution

Acceptance is requirement for membership, which Russia has not held since its expulsion from the League of Nations on December 14, 1939

The Union of Soviet Socialist Republics, which since its expulsion from the League of Nations in December 1939 has not been a member of the International Labour Organization, last month agreed to accept the obligations of the ILO constitution, a requirement for membership in the Organization.

ILO Director-General David A. Morse made the following statement in Geneva on April 26:—

"I have received today (Monday) a letter from the Soviet Minister at Bern communicating a letter from the Minister of Foreign Affairs of the USSR of which translation from Russian follows:

Moscow, 24 April 1954—Sir, I have the honour to inform you that the Government of the Union of Soviet Socialist Republics has decided to accept the obligations of the constitution of the International Labour Organization. I request you, sir, to consider this letter as the formal acceptance by the Union of Soviet Socialist Republics of the obligations of the constitution of the International Labour Organization.

Molotov.

"I have replied thereto as follows:—

I have the honour to acknowledge the receipt of your letter dated 24 April 1954 in which you inform me that the Government of the Union of Soviet Socialist Republics has decided to accept the obligations of the constitution of the International Labour Organization and request me to consider your letter as the formal acceptance by the Union of Soviet Socialist Republics of the obligations of the constitution of the International Labour Organization.

The ILO constitution states that a member of the United Nations may become a member of the ILO by communicating to the Director-General its formal acceptance of the obligations of membership. Thus, the USSR has become ILO's 67th member.

The USSR first wrote to the ILO Director-General on November 4 last year stating that it had decided to accept the obligations of the ILO constitution but would not consider itself bound by the provision of the constitution that disputes over the interpretation of the constitution or any ILO Convention "shall be referred for decision to the International Court of Justice". On November 16 Mr. Morse replied pointing out that the ILO constitution "makes no provision for membership on the basis of incomplete acceptance of obligations".

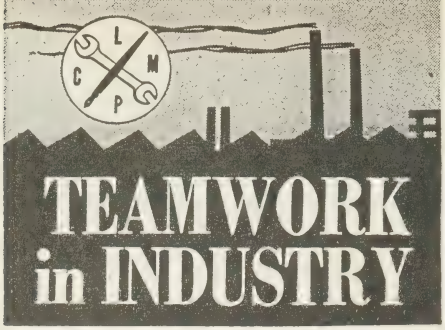
The Soviet Union was a member of the ILO from 1934 until 1939 while it was a member of the League of Nations, membership in the League carrying with it membership in the ILO. On December 14, 1939, the USSR was expelled from the League of Nations. The Governing Body of the ILO, at its 89th Session (February 6, 1940) agreed after discussion that, since Soviet membership of ILO was the result of its membership of the League, and since the USSR had ceased to play an effective part in the activities of the ILO, it "had automatically forfeited its right to be a member" of the ILO.

Mr. Morse announced May 15 that he had received communications from the Ukraine and Byelo-Russia containing their acceptance of the obligations of ILO membership.

Demand for White-Collar Jobs Outruns Supply—ILO

While opportunities for white-collar employment are increasing throughout the world, the demand for such jobs is outrunning the supply, the ILO has reported in making public a study prepared as a basis for a discussion of unemployment among white-collar workers at a meeting this month of the ILO's Advisory Committee on Salaried Employees and Professional Workers.

In many countries, the report said, non-manual occupations suffer serious unemployment, second only to that of unskilled manual workers, of which some of the causes were: the evolution towards mechanization, an excessive flow of young persons to white-collar jobs, and a lack of skills and adaptability in the white-collar labour force.



The April issue of *Teamwork in Industry,* published by the Department of Labour, was devoted principally to plant housekeeping and the work LMPCs can do in this field. Articles on good housekeeping relating to safety and maintenance and containing ideas and information helpful to LMPCs were printed in the issue.

* * *

The LMPC and management of the Lachine Canal have undertaken a four-year plan aimed at making the canal one of Montreal's showplaces. The idea was introduced at an LMPC meeting and plans for the work have been prepared by the Canal Engineer.

The idea behind this project is more than beautification of the area. To run at peak efficiency a canal, like a factory or other establishment, must consider the factors of safety and good housekeeping. It is the opinion of management and LMPC that a well-landscaped canal property provides greater incentive for the employees to keep it clean and tidy—and safe. Clean approaches and fenced-off danger areas mean less chance of accidents. Fencing-off of the canal property has lessened the hazard arising from persons straying too close to the canal edge.

The plan calls for asphalt pavement to be laid on all pathways, and grass walkways and flowers to be planted. Work has begun at the eastern end of the canal and will proceed along both sides of the canal until the job is complete. The whole plan is a co-operative effort of management and the LMPC.

The plan is being carried out as part of the regular work schedule. When the job is completed, upkeep of the walks, grassways, etc., will form a natural part of the canal maintenance program.

Management on the canal gives full credit to the LMPC for the co-operation and advice it has given in planning and carrying out this large program. Employee interest in the work has been kept at a high level.

* * *

A project safety dinner held at the Niagara Development of the Ontario Hydro-Electric Power Commission was the occasion for presentation of Safety Leadership Certificates to 73 foremen and Safety Commendations to 11 project workers.

The awards, taking the form of suitably inscribed wallet-sized cards, recognize outstanding safety leadership, in the case of the foremen honoured, and individual acts or contributions in the safety field to those singled out for commendation.

Directing his remarks to the foremen gathered at the dinner, Project Manager Gordon Mitchell emphasized the part played in safety by teamwork. In honouring the foreman, Mr. Mitchell said, we are honouring the rest of the members of his winning team—the worker, the supervisor, and the superintendents. Mr. Mitchell, drawing on first-hand experience in the construction of both Niagara developments, spoke of the gratifying comparison of safety records brought about by the strong accident prevention program in effect on the present project.

Russell Harvey, AFL executive present at the dinner, emphasized the growing concern of industry in good safety practices.

The Niagara Development's safety campaign is largely sparked by a Central Safety Committee and the six Divisional LMPCs operating throughout the eight miles of the project. Safety guidance and direction come from the Accident Prevention Department at the Commission's Head Office in Toronto.

The safety dinner was highlighted by the unveiling of a project safety character named Hazard Harry who will appear in cartoon treatment on the back cover of the Development's weekly publication, *The Niagara News,* and on safety posters distributed about the job.

The characterization, a product of the Central Safety Committee and the Accident Prevention Department, was created because of the dearth of safety poster material typical of heavy construction. Capitalizing on the punching power of a humorous approach to safety education, Hazard Harry is continuously embroiled in unsafe work practices and situations well calculated to invite disaster.

* * *

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during March. During the month, the Board received six applications for certification. One application, received in February, was withdrawn.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Application for Certification Withdrawn

Local 505, International Longshoremen's and Warehousemen's Union and Northland Navigation Co. Limited, Prince Rupert, B.C. (L.G., April, p. 547).

Applications for Certification Received

1. Local 4159, United Steelworkers of America, on behalf of a unit of employees of Commercial Caterers Ltd., Gander, Nfld. (Investigating Officer: W. L. Taylor).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of employees of Fox Cartage and Storage Company Limited, Trenton, Ont. (Investigating Officer: D. S. Tysoe).

3. Sherbrooke Printing Syndicate Inc., on behalf of a unit of employees of Radio Stations CHLT and CKTS, Sherbrooke, Que. (Investigating Officer: R. Trépanier).

4. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Radio Station CKCV Limited, Quebec (Investigating Officer: R. Trépanier).

5. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Radio Station CHRC Limited, Quebec (Investigating Officer: R. Trépanier).

6. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 180, on behalf of a unit of employees of Saanich Plumbing and Heating, Whitehorse, Y.T. (Investigating Officer: G. R. Currie).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March the Minister appointed conciliation officers to deal with the following disputes:—

1. British Columbia Packers Limited, Vancouver, and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe).

2. National Harbours Board (Port Colborne Elevator) and National Harbours Board Employees' Association (Conciliation Officer: H. Perkins).

3. Northern Alberta Railways Company (Dining, Cafe and Buffet Car Employees) and Brotherhood of Railroad Trainmen (Conciliation Officer: G. R. Currie).

4. Whitehorse Hotels, Limited (Cocktail Lounge and Tavern); Regina Hotel (Cocktail Lounge and Tavern), and Tourist's Services Limited (Cocktail Lounge and Tavern); all of Whitehorse, Y.T., and Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 of Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: D. S. Tysoe).

5. Canadian National Railways (Atlantic, including Newfoundland District, Central and Western regions) and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: R. Trépanier).

6. Union Steamships Limited, Vancouver, and Canadian Communications Association (Conciliation Officer: G. R. Currie).

7. Atomic Energy of Canada, Limited, and the Association of Atomic Energy Technicians and Draftsmen, Local 165 of the American Federation of Technical Engineers (Conciliation Officer: H. Perkins).

8. Lakehead Terminal Elevators Association, representing elevator companies at Fort William and Port Arthur, and Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. H. Hooper).

9. Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association, Local 375 (Conciliation Officer: R. Trépanier).

10. United Keno Hill Mines Limited, Elsa, Y.T., and Mayo District, Mine, Mill and Smelter Workers, Local Union No. 924, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Coastal Towing Company Limited, Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe). (L.G., April, p. 547.)

2. Coastal Towing Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: D. S. Tysoe). (L.G., April, p. 547.)

3. National Harbours Board, St. John, N.B., and National Harbours Board Federal Union No. 24 (Conciliation Officer: H. R. Pettigrove). (L.G., Jan., p. 83.)

4. Shipping Federation of Canada, Inc., and Local 273, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove). (L.G., Jan., p. 83.)

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

5. Vancouver Barge Transportation Limited, and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: D. S. Tysoe). (L.G., April, p. 547.)

6. Vancouver Barge Transportation Limited, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe). (L.G., April, p. 547.)

7. British Columbia Packers Limited, Vancouver, and United Fishermen and Allied Workers' Union (Conciliation Officer: D. S. Tysoe). (See above.)

8. Vancouver Hotel Company, Limited (Canadian National Railways - Canadian Pacific Railway Company) and International Union of Operating Engineers, Local Union 882; International Association of Machinists', Local 692; and United Association of Plumbers and Steamfitters, Local 170 (Conciliation Officer: D. S. Tysoe). (L.G., April, p. 547.)

9. Vancouver Hotel Company, Limited (Canadian National Railways - Canadian Pacific Railway Company) and International Brotherhood of Electrical Workers Local 213 (Conciliation Officer: D. S. Tysoe). (L.G., April, p. 548.)

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., April, p. 548), was fully constituted in March with the appointment of His Honour Judge J. C. Reynolds, Kingston, Ont., as Chairman. Judge Reynolds was appointed by the Minister on the joint recommendation of the other two members, V. S. McClenaghan, QC, and James H. Stitt, QC, both of Ottawa, who were previously appointed on the nomination of the company and union respectively.

Settlement Following Receipt of Board Report

Canadian National Newfoundland Steamship Service, Canadian National Railway Company, and Canadian Merchant Service Guild, Inc. (L.G., Aug. 1953, p. 1156).

Railway Board of Adjustment No. 1 Releases Decision in Case No. 642

The Canadian Railway Board of Adjustment has released its decision in Case No. 642, heard March 9, concerning a dispute between the Ontario Northland Railway and the Brotherhood of Railroad Trainmen over the claim of a yard foreman for a minimum day at time and one-half for services performed after the release of the rest of the crew.

A yard foreman and crew were assigned to work 12 noon to 8 p.m. at Cochrane yard. A paper company north of Cochrane has an agreement with the railway that in cases of emergency it is permitted to operate a motor car from its plant to Cochrane. In order to enter Cochrane yard, the car has to cross the CNR tracks; for this part of the movement a pilot is provided.

An employee of the paper company was injured and had to be moved to Cochrane Hospital. The foreman and the crew had been required to work overtime until 11 p.m., at which hour the crew was relieved from duty. The foreman, however, was required to remain on duty to pilot the motor car. He was finally released at 12:40 a.m.

The foreman claimed 12 noon to 11 p.m. as eight hours at straight time and three hours at time and one-half, and 11 p.m. to 12:40 a.m. as eight hours at time and one-half.

The railway declined the claim and paid for duty from 12 noon to 12:40 a.m. as eight hours at straight time and four hours and 40 minutes at time and one-half.

The Brotherhood contended the foreman should be paid eight hours as yard foreman at time and one-half for services performed by him as pilot after release of the crew. It cited a rule in the Yardmen's schedule which states: "Yardmen shall be assigned for a fixed period of time, which shall be for the same hours daily for all regular members of the crew. So far as it is practicable assignments shall be restricted to eight hours' work."

The railway quoted another rule of the schedule which reads: "The working time

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89852—4

Premium Pay for Week-end Work in Manufacturing Industries

Provision for premium pay for work on Sunday or other seventh day is made in close to 75 per cent of 539 collective bargaining agreements in sample analyzed; about 269,600 workers covered by such a provision

For many years it has been the common practice in Canadian industry to pay a premium rate for overtime work—work beyond a specified number of hours per day or per week. Thus, an employee required to work on his normal day or days off would be entitled to the overtime rate provided he had worked his normal weekly schedule of hours. More recently, clauses have been included in collective agreements which provide premium rates for work performed during the week-end or on alternative rest days, regardless of the hours worked throughout the week. Frequently the premium rate for Sunday is higher than the overtime rate for extra hours worked during the week.

From a sample of 539 collective agreements, covering 364,446 workers, in force in the Canadian manufacturing industries, it has been found that approximately three-quarters of the workers are covered by clauses specifying premium pay for any dork done on Sunday or other seventh day of work. Approximately seventy-five per cent of the agreements make such provision.

Slightly more than half the agreements, covering 60 per cent of the workers, require also that premium rates be paid for work on Saturday or alternate sixth day of work in the week. For a small proportion of these, covering plants on a 5½-day week, the premium rate does not become effective until the afternoon.

Premium Days—Sunday is normally a non-working day. Where a five-day week is in effect, a worker's usual days off are Saturday and Sunday; on a 5½-day week, his free time is ordinarily Saturday afternoon and Sunday. In establishments where work is continuous or where some work must be done on week-ends, however, some employees have days other than Saturday and Sunday as rest days.

Many collective agreements, therefore, provide for the payment of premium rates only for work on Saturday and Sunday; others, however, state that premium rates will be paid for the sixth and seventh days of an employee's work week. Still other agreements contain a clause providing for both possibilities; that is for premium pay on Saturdays and Sundays or alternatively for the sixth and seventh work days.

> The Economics and Research Branch of the Department of Labour maintains a file of collective agreements in force throughout Canada. From this file a sample of 1,000 agreements has been selected for analytical purposes. The article beginning on this page is based on 539 agreements covering manufacturing establishments.
>
> Other studies on various aspects of collective bargaining agreements will appear in future issues of the LABOUR GAZETTE.
>
> Proceedings under the Quebec Collective Agreement Act and the Industrial Standards Acts of certain other provinces are reported in the second article in this section. Similar articles will appear here from time to time.

Tables 1 and 2 indicate that most agreements provide merely for premium pay on Saturday and Sunday. Item (a) of Table 1 shows that nearly 43 per cent of the agreements included in this study, covering 41 per cent of the workers affected, contain a provision requiring that a premium rate be paid for work on Saturday (or Saturday afternoon where the work week is 5½ days). Approximately 58 per cent of the agreements, covering 47 per cent of the employees, as shown in Table 2, item (a), have a similar provision applicable to Sunday work. A typical clause of this nature is: "All hours worked on Saturday will be paid at the rate of time and one-half. All hours worked on Sunday will be paid at the rate of double time."

As indicated in item (b) in the two tables, small proportions of the agreements do not specifically mention Saturday or Sunday as being the days for which a premium rate is payable. These agreements refer to the sixth and seventh days as those for which a premium rate applies. Such provisions may be worded along the lines of the following examples:—

"Authorized work performed on the sixth or seventh day of an employee's work week shall be paid at rate and one-half."

or,

TABLE 1.—PREMIUM PAY PROVISION FOR WORK ON SATURDAY AND/OR ALTERNATIVE 6TH DAY OF WORK WEEK

(539 Agreements)

Provision	Number of Agreements	Percent of Total	Number of Employees Covered	Percent of Total
(a) Premium pay provision for work on Saturday	230	42·7	150,118	41·2
(b) Premium pay provision for work on 6th day of work week	13	2·4	13,855	3·8
(c) Premium pay provision for work on Saturday, or on alternative 6th day for employees regularly scheduled to work on Saturday	30	5·6	55,281	15·2
Total having provision	273	50·7	219,254	60·2
Total not having provision	266	49·3	145,192	39·8
Total in sample	539	100·0	364,446	100·0

TABLE 2.—PREMIUM PAY PROVISION FOR WORK ON SUNDAY AND/OR ALTERNATIVE 7TH DAY OF WORK WEEK

(539 Agreements)

Provision	Number of Agreements	Percent of Total	Number of Employees Covered	Percent of Total
(a) Premium pay provision for work on Sunday	315	58·4	172,445	47·3
(b) Premium pay provision for work on 7th day of work week	16	3·0	17,853	4·9
(c) Premium pay provision for work on Sunday, or on alternative 7th day for employees regularly scheduled to work on Sunday	70	13·0	79,356	21·8
Total having provision	401	74·4	269,654	74·0
Total not having provision	138	25·6	94,792	26·0
Total in sample	539	100·0	364,446	100·0

"Any employee called out to work on his scheduled days off shall be paid at rate and one-half."

Provisions of this nature apply to establishments where work is continuous or where some work must be performed during the week-end, with the result that a proportion of the employees may have days other than Saturday and Sunday as rest days. Premium pay is provided for the sixth or seventh work day in the week, which in many cases, however, will be Saturday and Sunday.

A somewhat larger proportion of the agreements allow for a similar situation by providing for Saturday and Sunday as premium pay days, and also, alternatively, for the sixth and seventh days in the employee's week (item (c), Tables 1 and 2). Saturday and Sunday are premium pay days for employees who normally do not work these days while alternate sixth and seventh days apply for employees who are normally scheduled to work on the week-end. The following is an example of this type of provision:—

Time and one-half the straight-time hourly rate shall be paid for all work performed on Saturdays. Double the straight-time hourly rate shall be paid for all work performed on Sundays. When the Company considers it necessary to assign an employee to a continuous schedule, instead of the preceding, the following provisions will apply: Time and one-half the straight-time hourly rate shall be paid for any work performed on the first day of rest of the continuous-schedule work week. Double the straight-time hourly rate shall be paid for any work performed on the second day of rest of the continuous-schedule work week.

Premiums on Regularly Scheduled Work Days—The agreements thus far considered specify that a premium will be paid for work on the week-end or alternative days off but not for both. A small number of agreements (see Table 3) do, however, specify that a premium rate must be paid for all work done on Sunday, even to employees regularly scheduled to work on Sunday. Some of these also state that premium pay will be given for work on the employee's rest day in lieu of Sunday, while others do not mention premium pay

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TABLE 3.—PREMIUM PAY FOR SUNDAY FOR EMPLOYEES REGULARLY SCHEDULED TO WORK ON SUNDAY

(401 Agreements)

Provision	Number of Agreements	Number of Employees Covered
Employees scheduled for Sunday work receive premium pay for Sunday, and are also entitled to premium pay for work on alternative day of rest	19	19,497
Employees scheduled for Sunday work receive premium pay for Sunday (no mention of alternative day of rest)	4	20,723
No Provision	378	229,434
Totals	401	269,654

for work on the alternative rest day. The following clauses illustrate provisions of this type:—

Day workers required to work on their scheduled day off will be paid time and one-half. Day workers will be paid time and one-half for all time worked between 8 a.m. Sunday and 8 a.m. Monday.

or,

Those employees who of necessity regularly work on Saturday and Sunday shall take two other days of the week off to be mutually agreed between the employee and the company. In such event Saturday and Sunday shall be considered working days and overtime rates shall not apply on Saturday. However, these employees shall be paid rate and one-half for work performed on Sunday.

The agreements referred to in Table 3 give no clue as to the number of employees who regularly work on Sunday and receive premium pay for such work. The number of employees shown in the table as covered by the agreements does not indicate the number regularly scheduled to work on Sunday. The table merely shows the number covered by the agreement.

No agreements contained any provision for premium pay for regularly scheduled work on Saturday.

Premium Rates—Time and one-half applies in a large proportion of the agreements that provide premium pay for Saturday work (see Table 4). On the other hand, for Sunday work, as will be seen from Table 5, the rates are fairly equally divided between time and one-half and double time. The agreements (13·2 per cent of the total) which specify that straight-time

TABLE 4.—PREMIUM RATE OF PAY FOR WORK ON SATURDAY AND/OR ALTERNATIVE 6TH WORK DAY OF WEEK

(273 Agreements)

Rate	Number of Agreements	Percent of Total	Number of Employees Covered	Percent of Total
Time and a quarter	3	1·1	279	·1
Time and a half	176	64·5	184,097	84·0
Double time	4	1·5	1,801	·8
Time and a half or double time (varies with length of work week, class of employees, or length of time worked)	26	9·5	8,060	3·7
Time and a half in morning, double time in afternoon	25	9·1	5,125	2·3
Straight time in morning, premium rate in afternoon (usually time and a half)	36	13·2	17,995	8·2
Rate not mentioned	3	1·1	1,898	·9
Totals	273	100·0	219,254	100·0

TABLE 5.—PREMIUM RATE OF PAY FOR WORK ON SUNDAY AND/OR ALTERNATIVE 7TH DAY OF WORK WEEK

(401 Agreements)

Rate	Number of Agreements	Percent of Total	Number of Employees Covered	Percent of Total
Time and a half	176	43·9	150,535	55·8
Double time	212	52·9	110,026	40·8
Time and a half or double time (varies with season, class of employees, or for other reasons)	13	3·2	9,093	3·4
Totals	401	100·0	269,654	100·0

will be paid on Saturday morning, with premium rate in the afternoon, cover establishments on a 5½-day week.

Limitations—Some agreements stipulate certain conditions or limitations regarding payment of premium rates for week-end work. These restrictions are dealt with in Tables 6 and 7. As the tables show, the proportion of agreements containing such restrictions is not large. A small number of the agreements requires that employees must have worked a full normal work week or a specified number of hours during the week before becoming eligible for any week-end premium. Larger proportions of the agreements indicate that employees regularly scheduled to work on Saturday or Sunday will not be paid a premium for that day. Some of the agreements merely have a general statement to this effect; others specify occupations or groups of employees to whom the provision will apply. Most of these were found to make provisions in line with items (b) and (c) in Tables 1 and 2, providing premium rates for work on alternative days. A number did, however, fall into the category that mentions premium pay for Saturday and Sunday without reference to premium pay for alternative days for employees regularly working on the week-end.

TABLE 6.—RESTRICTIONS ON PAYMENT OF PREMIUM PAY FOR WORK ON SATURDAY AND/OR 6TH DAY OF WORK WEEK

(273 Agreements)

Provision	Number of Agreements	Number of Employees Covered
Agreements having Saturday and/or 6th day premium provision	273	219,254
Agreements not having restrictions	184	102,037
Agreements having restrictions.	89	117,217
Not paid unless standard* weekly hours have been worked	12	13,522
Not paid unless a given number of hours, less than standard, have been worked during week	3	997
Not paid to those regularly scheduled to work on Saturday	69	95,175
Other restrictions	7	8,186

* Individual items do not total numbers having restrictions since more than one of the items may be found in any one agreement.

TABLE 7.—RESTRICTIONS ON PAYMENT OF PREMIUM PAY FOR WORK ON SUNDAY AND/OR 7TH DAY OF WORK WEEK

(401 Agreements)

Provision	Number of Agreements	Number of Employees Covered
Agreements having Sunday and/or 7th day premium pay provision	401	269,654
Agreements not having restrictions	304	192,912
Agreements having restrictions.	97	76,742
Not paid unless standard* weekly hours have been worked	8	21,032
Not paid to those regularly scheduled to work on Sunday	89	68,808
Other restrictions	12	19,642

* Individual items do not total numbers having restrictions since more than one of the items may be found in any one agreement.

Collective Agreement Act, Quebec; Industrial Standards Act, Ontario

During March a number of changes in working conditions were made obligatory by orders in council under the Collective Agreement Act, Quebec, and by regulations under the Industrial Standards Act in Ontario.

In Quebec, a new agreement and three of six amendments to existing agreements provided wage increases, as well as certain minor changes in hours, overtime, vacations with pay and paid holidays, etc. In the paint manufacturing industry the new agreement provided wage increases ranging from 10 to 21 cents per hour over those previously in effect (L.G., Nov. 1952); in

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Legal Decisions Affecting Labour

New Brunswick court refuses to quash order that permitted striking employees to participate in representation vote. Quebec courts rule on application of minimum wage order, injunction to restrain strikers from preventing access to mine, injunction to bar trustee from taking control of local. British Columbia and United States cases reported

Holding that the provincial Labour Relations Board has the power to take a representation vote in any manner it deems expedient, a New Brunswick court has dismissed a company's application for the quashing of an order of the Board that permitted striking employees to participate in a representation vote among the company's workers.

Quebec courts have held that Minimum Wage Order 4 did not apply to a lodging house caretaker, issued an order restraining strikers at Noranda from entering company property, and refused an injunction to restrain the trustee appointed by the International Brotherhood of Teamsters from taking charge of the Montreal local of the union.

In a second case in British Columbia concerning bargaining in the hotel industry, the hotel association contended unsuccessfully that the Board should not entertain union applications to represent individual hotels in the 31-hotel bargaining unit.

The United States Supreme Court has interpreted for the first time the Taft-Hartley provision prohibiting discrimination to encourage union membership.

New Brunswick Supreme Court, Appeal Division . . .

. . . dismisses company's application to quash order holding strikers eligible for representation vote

The Appeal Division of the New Brunswick Supreme Court on November 20, 1953, dismissed a company's application for a writ of *certiorari* to quash an order of the provincial Labour Relations Board directing a representation vote among the company's employees. The company maintained that the Board had exceeded its jurisdiction in ruling that former employees of the company who had left their jobs during a strike were eligible to vote in the election. The Court held that the Board had power under the Labour Relations Act to take a vote in any manner it deemed expedient.

Mr. Justice Harrison delivered the judgment of the Court. He stated that an order *nisi* to quash the Board's order had been granted earlier upon the application of Lawson Motors Ltd., a company selling, servicing and repairing motor vehicles and parts in Saint John.

On May 19, 1952, Automotive Lodge No. 1700 of the International Association of Machinists was certified by the Board as the bargaining agent for all mechanics, body and fender men, auto painters, helpers and apprentices employed by the company. Collective bargaining ensued between the company and the union but no collective agreement was concluded. In due course a conciliation board was appointed and made its report. On February 6, 1953, the secretary of the Lodge informed the company by letter that unless a collective agreement was reached by 8 a.m. February 9 all members of the Lodge employed by the company would be off the job. On the morning of February 9, 21 employees who were union members failed to report for work.

By application dated July 29, 1953, the company applied to the Board for revocation of the Lodge's certification on the ground that the Lodge no longer represented a majority of the employees in the unit for which it was certified. It was

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

shown by affidavit that many of the 21 strikers had taken up other employment. The Board heard the company's application on August 24, 1953, both parties being represented at the hearing, and on the same day made the order directing a vote for the purpose of determining the representative character of the Lodge. The order stated that eligible voters would include all mechanics, body and fender men, auto painters, helpers and apprentices employed by Lawson Motors Ltd. on August 24, 1953, and all employees coming within these classifications who went on strike on February 9, 1953. The ballots of any eligible voters then residing outside the cities of Saint John and Lancaster were to be taken by mail. The time and place of election was left to the discretion of the Secretary of the Board but the election was to be completed on or before October 5, 1953.

His Lordship stated that the company sought revocation of the union's certification under Section 10 of the Act, which authorizes the Board to revoke certification where in its opinion the bargaining agent no longer represents the majority of employees in the unit for which it was certified, and which provides that after such revocation the employer is no longer required to bargain collectively with the union. The Board's authority for ordering a vote was found in Section 8(4) of the Act, which reads:—

> The Board, for the purposes of determining whether the majority of the employees in a unit are members in good standing of a trade union or whether a majority of them have selected a trade union to be their bargaining agent, may make or cause to be made such examination of records or other inquiries as it deems necessary, including the holding of such hearings or the taking of such votes as it deems expedient, and the Board may prescribe the nature of the evidence to be furnished to the Board.

Counsel for the company argued that since the vote must be "for the purposes of determining whether the majority of the employees in a unit . . . have selected a trade union to be their bargaining agent" only persons who were employees of Lawson Motors Ltd. at the time of the voting should be permitted to vote. He contended that the Board had exceeded its jurisdiction in ordering all those who went on strike in February to vote although many had accepted employment elsewhere.

Mr. Justice Harrison considered that the company's application was premature. The Act put no restriction on the powers of the Board to order a representation vote in any manner it deemed expedient. After the result of the vote had been reported to the Board, it would then have to decide what use to make of that information. His Lordship stated that until some further action was taken by the Board the company had no right to complain. It was not affected by the mere taking of the vote.

The Court dismissed with costs the order *nisi* to quash the Board's order. *The Queen* v. *Labour Relations Board, ex parte Lawson Motors Ltd.* [1954] 1 DLR 759.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . holds that Minimum Wage Order 4 (1942) did not apply to person working in a rooming house

The Quebec Court of Queen's Bench, Appeal Side, in a judgment given at Montreal on December 18, 1953, allowed an appeal from a Superior Court decision requiring the operator of a rooming-house to pay the caretaker the minimum wage set for janitors in apartment houses under the Quebec Minimum Wage Act. The appeal court held that the minimum wage for janitors was not applicable since a rooming-house was not an apartment house.

Mr. Justice Barcley presented the facts of the case in his reasons for decision. The defendant, the lessee of two floors of a house in Montreal, rented a number of rooms to individual lodgers. No meals were served. When the defendant was obliged to leave the house herself on account of ill-health, she engaged the plaintiff to look after the premises. In return the plaintiff was to have free of charge two rooms and a furnished room which she used as a kitchen, free light and heating, and $6 a month. The woman remained there as caretaker from September 18, 1946, until some time in August 1949. Not long after leaving she brought action against the defendant for $201.60 representing the difference between what she received and what she claimed was due her in virtue of Section 32 of Minimum Wage Order 4.

Section 32 of the Order as in effect at that time[1] fixed monthly minimum rates for "janitors of apartment houses who with their families are provided with free heated quarters in same, and are charged with the general supervision and total or partial management of said buildings, such as

[1]The revision of Order 4 which came into effect April 25, 1953, sets separate rates for employees of lodging houses having at least five bedrooms to let, caretakers continuously supervising an employer's establishment, and janitors charged with the supervision of a real estate undertaking (L.G., June 1953, p. 899).

leasing and collection of rents". The wage for janitors at that time was $50 a month in Zone 1, which included the City of Montreal.

Mr. Justice Barclay stated that the sole question at issue was one of interpretation because Order 4 itself gave no definition of "apartment houses" or the corresponding phrase in the French version *"maison de rapport"*. In His Lordship's view the words "apartment houses" could not by any stretch of the imagination be taken to include rooming-houses. The underlying sense of "apartment house" was that such a building is divided into several suites or rooms, each suite designated for an independent and generally self-sufficient accommodation for a family or an individual. On the other hand, the literal meaning of *"maison de rapport"* would include any accommodation in a house from which revenue is derived.

His Lordship stated, however, that considering the difference between an apartment building and a rooming-house it seemed obvious to him that the minimum wage fixed by Order 4 was not intended to apply to both types of accommodation. The French and the English versions could be reconciled by choosing the expression "apartment houses" which was clear in meaning and not inconsistent with *"maison de rapport"*. He held, therefore, that Section 32 of Order 4 applied only to janitors in apartment houses.

Mr. Justice Rinfret drew the same conclusion from the reference in Section 32 to "leasing" or in the French version *"location d'appartements"*. He considered that because of this phrase the *"maison de rapport"* must contain apartments.

The Court accordingly allowed the defendant's appeal from a judgment of the Superior Court requiring her to pay the plaintiff $201.60 as the difference between the wages she received and the wages she claimed she was entitled to receive under Order 4. *Filion* v. *Grenier* [1954] BR Montreal 158.

Quebec Superior Court . . .

. . . extends injunction restraining striking miners from preventing access to Noranda mine property

On October 20, 1953, the Quebec Superior Court issued an injunction against the United Steelworkers of America and others to restrain strikers from preventing officials and non-union employees of Noranda Mines Limited from entering company property. The Court held that the strikers had no right to deny the employer access to his property. It held also that the situation was an urgent one demanding the granting of an injunction because it was necessary for the company to protect its equipment, guard against fires in the mine and the factory, and operate plant used for the distribution of water to the towns of Noranda and Rouyn.

Mr. Justice Marquis explained first that the company had requested an interim injunction on September 2 on the ground that the strikers were preventing company officials and non-union employees from entering the company's factory where they had urgent work to perform, as there was located there equipment for the distribution of water to the towns of Noranda and Rouyn. The interim injunction was granted to last until September 15. Its term was later extended until September 18, then October 8, and finally October 23.

The evidence showed that the company operated several mines and a smelter at Noranda, employing approximately 1,800 men and paying about half a million dollars in wages each month. The industry was essential to the towns of Noranda and Rouyn and the surrounding district. The company officers knew in advance of the impending strike and determined to shut down the factory. For this purpose they hired a group of men and promised them meals and living accommodation inside the buildings of the mine. The closing of the factory was carried out in an orderly way. The union members picketed peacefully without causing trouble or destroying property. However, they picketed in large numbers, by a show of force prevented company officials and employees from going to their work, and wanted to impose a system of passes. The executive committee of the union made no undertaking to the company not to commit any illegal act in future; everything was left to the discretion of certain strike team leaders. Between August 22 and September 3 it would not have been possible for the officials and employees to insist on their right to enter the premises without bringing on a contest of force which could have degenerated into a riot.

Mr. Justice Marquis stated that the problem was one of civil rights. The union members had no right to interfere with the company's right under the Civil Code to use its property in any way it saw fit unless the company's rights were restricted by statute.

His Lordship then examined the labour laws of the province and found that the Labour Relations Act did recognize the right of employees to strike if a union had been certified as their bargaining agent and the prescribed procedure of collective

bargaining and conciliation had been followed. Employees during a strike were subject to the same obligations as other citizens; they must respect law and order, keep the peace and avoid harming other persons.

Their conduct was also subject to the provisions of the Criminal Code, which, however, guaranteed them a measure of protection for actions performed in the pursuit of their legitimate object. Certain sections of the Code provide that the objects of a trade union are not to be deemed a conspiracy in restraint of trade and others make it an offence for a person illegally to prevent anyone from working and for an employer to refuse to employ a person or to intimidate an employee because he is a union member. Section 501(f) makes it an offence to watch or beset a person's dwelling or place of business but subsection (g) stipulates that a person who attends at or near or approaches a house or place for the sole purpose of obtaining or communicating information is not guilty of the offence of watching or besetting. In His Lordship's view, this provision permitted an employee who had stopped work and who was found on or near his employer's premises to justify his presence there if it were for the purpose of obtaining or communicating information, but did not give him the right to trespass on his employer's property.

According to civil law, therefore, employees had the right to strike but had no right to trespass or to harm their employer in any way. He emphasized that Article 1053 of the Civil Code makes a person responsible for damage caused to anyone through his fault.

Mr. Justice Marquis then reviewed Quebec case law concerning picketing. In *Rother* v. *International Ladies Garment Workers Union* [1922] 60 CS 105, Mr. Justice McLennan stated this principle:—

> A workman has a right in his own interest to peaceably persuade another workman or a body of workmen to legally terminate their contracts of employment and to cease work, but he has no right, by coercion or intimidation, to persuade workmen not to work or to cease working.

His decision was upheld by the Court of King's Bench. Many decisions followed establishing the principle that employees had the right to persuade and picket peacefully but not to use intimidation or to damage property. Mr. Justice Marquis emphasized that the judgments establishing the right of peaceful picketing did not establish the right to trespass or to cause a nuisance on an employer's property.

Turning to the case law of other provinces, His Lordship cited *Reners* v. *The King* [1926] SCR 499 in which the Supreme Court of Canada upheld a decision in which a group of workers were found guilty of watching and besetting. Referring to *Williams* v. *Aristocratic Restaurants Ltd.* (L.G., 1951, p. 1553), in which the Supreme Court found picketing legal even though the employees were not on strike, he emphasized that the picketers in that case had not trespassed on the employer's property or interfered with the performance of his work. He then quoted the following statement from Mr. Justice McRuer's decision in *General Dry Batteries of Canada Limited* v. *Brigenshaw* (L.G., 1952. p. 188):—

> Employees are not entitled, however, whether the strike is legal or illegal, in the guise of advancing their interest in a labour dispute, to go beyond peaceful picketing and interfere with their employer's property or business interests (e.g., by attempting to prevent other employees, who wish to work, from entering the employer's premises, or by bringing external pressure to bear on other persons to prevent them from doing business with the employer), and such excesses will be restrained by injunction.

The same judge had emphasized this principle in a decision not yet reported, given on August 21, 1953, in *Hallnor Mines Limited* v. *L. A. Behie.* Here Mr. Justice McRuer stated:—

> Likewise, employees have no right to interfere with the enjoyment of the private rights of employers, or those who may wish to work for them. If there are employees who wish to proceed to their place of employment, they have a right to do so whether a strike is in progress, or not. The employer has the full right of access to his business and to the property he owns whether a strike is in progress, or not.

Mr. Justice Marquis cited several other cases which upheld the right of employees to picket peacefully but denied the right to use force or block off access to the employer's premises. He also quoted a passage from *Injunctions* by Kerr in which the author stated that the courts had jurisdiction to issue injunctions in the case of nuisance to dwelling-houses or business premises if the degree of injury to property was such as to interfere materially with its comfort and enjoyment or "to render it to a material extent less suitable for the purposes of business". Pollock's *On Torts* gave a long exposé on injunctions as the most efficient remedy by which the courts could prevent actions which would cause a nuisance.

His Lordship then discussed the legal procedure to be observed in granting injunctions. Recent decisions of the courts tended towards a more restricted application of injunctions, he stated. It must be

established that the purpose of the injunction was to prevent the commission of acts which would cause irreparable harm, that there was urgency and that an injunction was the only adequate remedy.

In this case the conduct of the strikers in preventing company officials and other employees from performing their work exposed expensive machinery to damage, exposed the whole mine to fire hazards, exposed Noranda and Rouyn to loss of water and exposed the company to a material loss impossible to compensate. In this exceptional situation an injunction to prevent the continuation of these illegal acts was the only remedy. Nothing indicated that the dangerous situation necessitating the original injunction had changed, the strikers were still attempting to intimidate other employees by a show of their numerical force, and no authority in the union had shown that it could prevent the outbreak of excesses. For these reasons the Court issued an interlocutory injunction to remain in effect until the final settlement of the action. *Noranda Mines Limited* v. *the United Steelworkers of America et autres* [1954] CS Montreal 27.

Quebec Superior Court...

... dismisses former business agent's application for injunction to bar new officials from acting

The Quebec Superior Court at Montreal on September 22, 1953, dismissed with costs the application of a former officer of a local of the teamsters' union for an injunction to prevent certain other officers from administering the affairs of the local. The Court held that even if the plaintiff had been improperly removed from office the Code of Civil Procedure did not permit the issuing of an injunction to interfere with the exercise of an office in a union.

The decision was given by Mr. Justice Jean. The plaintiff, McDonald, testified that he had been elected in August 1950 for a four-year term as business agent of Local 106 of the Transport Drivers, Warehousemen and Helpers' Union, a branch of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. He stated that he had always exercised his duties honestly and conscientiously and to the general satisfaction of the members of his local, who had given a banquet in his honour on May 30, 1953.

According to McDonald's testimony, Tobin, a member of the international executive of the union, had arrived without warning on June 29, 1953, and had illegally assumed the functions of trustee of the local. He had dismissed the executive and had named Bélanger as president and business agent and Nantel as organizer of the local to take charge of the local's affairs.

The plaintiff claimed that under the constitution of the international union a hearing should have been held within 30 days to discuss the reasons for dismissing the executive and removing him from office and putting the local under trusteeship, and that he should have been asked to appear at the hearing. He stated that the hearing was not held until after the prescribed 30-day period, that it was held at a time in the afternoon when it was impossible for certain dismissed officers to be present and that he was not summoned to the meeting. He claimed that this hearing did not fulfil in any way the requirements of the constitution, and that in the circumstances Tobin's intervention and the appointment of Bélanger and Nantel was illegal and constituted a flagrant violation of his rights. He sought an injunction to restrain Tobin from acting as trustee and Bélanger and Nantel from administering the affairs of the local, particularly from attempting to bargain collectively with employers, and from refusing him access to the local's office and its documents and interfering with him in his duties as business agent.

Mr. Justice Jean explained that the plaintiff was elected in 1950 for a two-year term. In 1952 the by-laws of the local were amended to change the term of office from two to four years. McDonald took advantage of this amendment to remain in office after the expiration of the term for which he had been elected, although he was informed by certain members and by officers of the international that the amendment was not retroactive and did not authorize him to stay in office.

This attitude of the plaintiff and certain informal complaints to the effect that Local 106 was not being well administered were investigated during May and June by the defendant Tobin, who had been designated by the president of the international to make an inquiry into the union's locals in Quebec and Ontario.

As the result of Tobin's report to the international president, Dave Beck, the latter decided to put Local 106 under trusteeship. Tobin was appointed trustee with the powers and duties set out in the international constitution, Article VI, Section 6, subsections *a* to *e*. Armed with a written statement of his appointment and a letter from Beck to the secretary of Local 106 informing him of Tobin's appointment as trustee, Tobin called a meeting of the local for June 29, 1953, in Montreal. The plaintiff was present at this meeting.

After informing the members of the decision of the international president, Tobin suspended the executive of the local and appointed a new one. The new executive was composed of former officers with the exception of the plaintiff, who was replaced by Bélanger, and Nantel, who was appointed organizer in place of Bélanger.

There was no protest, even on the part of the plaintiff, and it seemed that the measures taken met with the approval of the members present. Tobin announced that a committee would sit sometime in the near future to hear all interested parties. The hearing was held on July 31, 32 days after the local was put under trusteeship.

The plaintiff's application for an injunction was based on irregularities in the procedure followed. Counsel for the defendants contended that since the object of the injunction would be to prevent the officers of an association from exercising their functions it could not be granted by virtue of Article 958, paragraph 2 of the Code of Civil Procedure, which states that an injunction cannot be granted "to restrain the exercise of any office in a public or in a private corporation".

Mr. Justice Jean stated that the purpose of an injunction is to prevent the doing or continuation of a specific act but not the general exercise of a function even if it were being exercised illegally. Moreover, an injunction to prevent the exercise of an office was specifically prohibited by the Code of Civil Procedure.

The plaintiff argued that that provision in the Code was not applicable because the union was not a public or private corporation and was not a legal entity. His Lordship noted that the Special Procedure Act provides that a group of persons "associated for the carrying out in common of any purpose or advantage of an industrial, commercial or professional nature" possesses a separate existence and a personality distinct from that of its members. He considered that in consequence the exercise of office in such a group is similar to the exercise of office in a public or private corporation.

On this ground alone the Court rejected with costs McDonald's application for an injunction. *McDonald* v. *Tobin* [1954] CS Montreal 65.

British Columbia Supreme Court...

. . . holds union applications for certification for new bargaining units in hotel chain properly made

On February 2 the Supreme Court of British Columbia dismissed the application of the British Columbia Hotels Association for a writ to prohibit the provincial Labour Relations Board from taking any steps leading to the certification of a hotel employees' union as bargaining agent of employees in three hotels. The hotel association claimed that the three certification applications could not be entertained because the employees concerned were included in a 31-hotel unit for which another union was the certified bargaining agent. The Court held that the applications had been properly made under the Act, since 10 months of the term of the collective agreement had expired, and that the Board should proceed to determine whether the proposed bargaining units were appropriate and whether the applicant union was entitled to certification.

The judgment was given by Mr. Justice Manson. He explained that a temporary writ of prohibition had been issued by the Court on January 7. The association bringing the application was an employers' association which had acted as the bargaining agent for a group of 52 British Columbia hotels. On June 26, 1951, a collective agreement was signed between the association and Local 28 of the Hotel and Restaurant Employees' Union. The agreement recognized Local 28 as the bargaining agent for employees of the 52 hotels.

The agreement was to be in force from May 1, 1951, to April 30, 1953, and thereafter from year to year, subject to the right of either party to terminate the agreement upon 60 days' written notice. On February 27, 1952, the Labour Relations Board certified Local 28 as the bargaining agent for employees in 31 hotels, including the Georgia, Marble Arch and Niagara hotels.

On April 28, 1953, Local 260 of the British Columbia Hotel Employees' Union made three separate applications for certification as bargaining agent of the employees of the Georgia, Marble Arch and Niagara hotels. The three hotels were notified by the Board of the applications and invited to submit any objections they might have. A hearing was held on May 15 and was attended by representatives of all interested parties, including the hotel association. On May 20 Local 260 was notified that a representation vote would be held among employees of the Georgia hotel. The vote was later postponed.

On June 24 Local 260 wrote to the Board inquiring why its application had not been processed. In a reply dated June 29 the Board informed Local 260 that the vote had been postponed because of the court action brought against the Board by Local 28 to quash the certification granted

on April 1, 1953, to an employees' association as the bargaining agent of the Alcazar hotel employees (L.G., April, p. 561). The Board stated that if its ruling in the Alcazar case were sustained by the courts it would then proceed to deal with the application of Local 260 for certification on behalf of employees in the Georgia, Marble Arch and Niagara hotels.

About April 30, 1953, the hotel association and Local 28 began to negotiate a new collective agreement to replace the one of June 26, 1951. The 1951 agreement remained in effect after April 30, 1953, since neither party had given notice of termination. A new agreement replacing it became operative July 1, 1953.

In its letter of June 24, Local 260 complained to the Board of the action of Local 28 in negotiating a new agreement on behalf of the Georgia, Marble Arch and Niagara employees while Local 260's applications for certification were pending. The Board stated that it deplored this action but could find nothing in the Industrial Conciliation and Arbitration Act to authorize it to prevent the parties from concluding a new agreement.

On August 3, 1953, the Board posted in the Georgia hotel and presumably in the other two hotels a notice informing employees of the facts. The notice in the Georgia hotel stated that no further action would be taken on the application of Local 260 to represent them until the courts gave a decision on the Alcazar hotel case. If the courts held that the separate certification issued on behalf of the Alcazar employees was good in law, a representation vote for Georgia hotel employees would be arranged immediately. If the courts decided that the Board's action in removing Alcazar hotel employees from the 31-hotel bargaining unit represented by Local 28 and in certifying an employees' association as their bargaining agent was invalid, the Board might not be able to proceed with the application of Local 260 to represent Georgia hotel employees.

The Board's notice also informed the employees that the management of the Georgia hotel had undertaken not to discharge any employee for failure to observe the maintenance of membership clause contained in the collective agreement with Local 28. The Board pointed out that there was no legal bar to prevent employees from holding membership in more than one labour organization and that employees could do this if they wished, pending the outcome of the case.

On December 10, 1953, the British Columbia Supreme Court dismissed Local 28's application for a writ to quash the separate certificate issued on behalf of the Alcazar hotel employees. The Board then proceeded to deal with the applications of Local 260 for certification. On December 21 it notified Local 260 and the three hotels concerned that a representation vote relative to the application of Local 260 was to be held among employees of the three hotels.

On January 4, 1954, the association made application to the Board to revoke its order for a representation vote. It objected to the Board entertaining an application for certification covering a part only of the employees in the present bargaining unit.

On January 6 the Board notified Local 260 that a vote of the Georgia hotel employees would be taken on January 8, as of the payroll of December 20. On January 7 the association made application for a writ of prohibition against the Board and the temporary writ was issued. Local 260 was notified that the vote was postponed.

Mr. Justice Manson then considered the argument presented on behalf of the hotel association. Its counsel submitted that Local 260's application for certification was barred by Section 12(3) of the ICA Act, which provides that where an application for certification is made for a unit of employees employed by two or more employers the Board must not grant certification unless the unit is appropriate in respect of all the employers and a majority of the employers have consented to representation by one bargaining agent.

Mr. Justice Manson found that this subsection had no application to the case at bar. The employees in the 31-hotel unit were employed by two or more employers but each of the applications now before the Board was in respect of the employees of a single employer. Section 10(1)(c) of the Act provides that, where a collective agreement is in force, a union claiming to have as members a majority of employees in an appropriate bargaining unit may apply for certification if 10 months of the term of the agreement have expired. The 10-month period had expired at the time Local 260 made its application. To give Section 12(3) the meaning asked for by the association would be to render Section 10(1)(c) inoperative.

His Lordship stated that the three applications made by Local 260 were clearly regular under Section 10(1(c) at least until July 1, 1953, the date the second collective agreement between the hotel association

and Local 28 came into effect. Counsel for the association and for Local 28 contended that the applications of Local 260 ceased to be within the terms of the Act by reason of the fact that after July 1 there was a collective agreement which had been in effect less than 10 months.

Mr. Justice Manson considered that such an interpretation of the Act would mean that an employer and a certified bargaining agent could in such circumstances defeat any attempt to oust the bargaining agent by quickly concluding a new agreement. He stated that such a manoeuvre was undemocratic and would not be effective under either the terms or the spirit of the Act. He held that once applications such as those of Local 260 had been launched according to the terms of the Act the Board was under obligation to determine whether the proposed units were appropriate for collective bargaining, to investigate the qualifications of the applicant union and to process the applications to a conclusion. In this view he followed the decision of the Court in the *Alcazar* case. Referring to the views expressed by Mr. Justice Davey in *United Steelworkers of America* v. *Labour Relations Board* (L.G., Jan., p. 117), His Lordship pointed out that to hold otherwise would mean that a collective agreement and its renewals might be continued in perpetuity. He stated: "It is a clear principle of the Act that employees may belong to the union of their choice and they have a *prima facie* right at least to have the union of a majority of them appointed as their bargaining authority."

Mr. Justice Manson noted that Section 58(2) of the Act gives the Board wide powers to reconsider any of its decisions or orders and to vary or revoke them. Although it was not necessary for him to rely on that section in view of the conclusion he had reached, it seemed to him that under Section 58(2) the Board had power to institute investigations on its own motion and to arrive at conclusions which would result in the breaking up of an existing bargaining unit.

His Lordship stated that Section 13 of the Act provided for such a situation as would arise here if the Board determined that the employees of the Georgia Hotel, for example, constituted an appropriate bargaining unit and that Local 260 could properly be certified as their bargaining agent. Section 13 provides that in such a case the new bargaining agent replaces the old one, that the current collective agreement remains in effect and that the rights and obligations conferred by it on the former bargaining agent are transferred to the new bargaining agent. The new bargaining agent would have the benefit of a maintenance of membership clause in the agreement.

Mr. Justice Manson did not accept the submission that the Board had not given the association and Local 28 full opportunity to be heard. He remarked also that since the processing of Local 260's applications was not yet completed doubtless the Board would give further opportunity to all parties to make representations. He considered that the question of who should be permitted to vote in a representation election was one to be decided by the Board. While the *Alcazar* case was pending, Local 28, exercising its rights under the collective agreement, had caused at least one of the three employers, the Georgia Hotel, to dismiss some employees because of their failure to pay union dues to Local 28. Although there was nothing in law to prevent an employee from being a member of two unions, the constitution of Local 28 did forbid membership in two unions. Later the employer had undertaken not to dismiss employees for failure to keep up payments of dues to Local 28 pending the outcome of the *Alcazar* case and the processing of Local 260's application. His Lordship pointed out that the Board was not obliged to take a representation vote, since the Act merely required that it be "satisfied" that a majority of the employees were members in good standing of the applicant union.

The Court dismissed with costs the application to make absolute a writ of prohibition to prevent the Board from proceeding to deal with the three applications for certification made by Local 260. *In re British Columbia Hotels Association and Labour Relations Board (British Columbia)* [1954] 11 WWR (NS) 76.

Supreme Court of the United States...

... finds employers at fault in concurring in discriminatory practices to enforce unions' rules

In three cases involving interpretation of the Taft-Hartley Act, the Supreme Court of the United States on February 1 found employers had engaged in the unfair labour practice of discrimination through submitting to union requests for conditions of employment which tended to encourage membership in a union.

Mr. Justice Reed delivered the reasons for the Court's decision. He first gave the facts in each of the three cases.

In the first case, Boston, a truck driver employed by Byers Transportation Company and a member of Local 41 of the International Brotherhood of Teamsters, complained that the union had violated Sections 8(b) (1) (A) and 8(b)(2) of the National Labour Relations Act by reducing his seniority because of his tardiness in paying his union dues and so causing him to lose driving assignments.

Section 8(b)(1)(A) makes it an unfair labour practice for a union to restrain or coerce employees in the exercise of the rights guaranteed in Section 157, i.e., the right to organize, to bargain collectively through representatives of their own choosing, to engage in other concerted activities for the purpose of collective bargaining or other mutual aid and protection, and the right *to refrain* from any of these activities except the observance of a union shop clause in a collective agreement authorized by the Act.

Section 8(b)(2) makes it an unfair labour practice for a union to cause or attempt to cause an employer to discriminate within the meaning of Section 8(a)(3), that is, "by discrimination in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in any labour organization" otherwise than by an authorized union shop clause in the collective agreement.

A hearing of Boston's complaint was held before a trial examiner, whose findings were adopted by the Board. The Board found that the collective agreement concluded in 1949 between the company and the teamsters' union established a seniority system under which the union would periodically furnish the employer with a seniority list and any controversy over seniority would be referred to the union for settlement. There was no union shop clause in effect, since a majority of employees eligible to vote in a representation election had not voted to authorize the bargaining agent to make a union shop agreement, as was required by the Act at that time. The seniority list therefore included union members and non-members. Each new employee of the company was placed at the bottom of the seniority list after a 30-day trial period. Position upon the seniority list governed the order and quality of truck-driving assignments and the order of layoff.

The by-laws of the local provided that any member one month in arrears for dues forfeited all seniority rights. A member's dues were payable on the first day of each month and he was deemed "in arrears" for any month's dues on the second day of the following month. Boston did not pay his dues for June 1950, until July 5, 1950. When the union submitted a new seniority list to the company on July 15, his position was reduced from 18th to 54th, the bottom of the list. As a result he was denied driving assignments he would otherwise have obtained.

A majority of the Board found that the union had violated both sections of the Act. As to Section 8(b)(1)(A) it was held that the union's reduction of Boston's seniority restrained and coerced him in the exercise of his right to refrain from assisting a labour organization. Since there was no valid contractual union security provision, Boston had the right under the Act to determine how he would handle his union affairs without risking any impairment of his employment rights. Whether or not Boston was a union member, the union had no right to make his employment status conditional upon the payment of dues.

As to Section 8(b)(2) the Board held that the union had caused the company to discriminate against Boston and that the normal effect of the discrimination was to encourage non-members to join the union as well as to encourage members to retain their good standing in the union. Its discrimination against Boston had the further effect of enforcing union rules, thereby strengthening the union in its control over its members and its dealings with their employers.

The Board issued an order requiring the union to cease and desist from these unfair labour practices and to notify Boston and his employer that the union withdrew its request for the reduction of his seniority and requested the company to restore him to his former status. The union was also ordered to reimburse Boston for any loss of pay resulting from the discrimination.

The Court of Appeals for the Eighth Circuit denied the Board's petition to enforce its order, on the ground that it found no substantial evidence to support the conclusion that the discrimination "did or would encourage or discourage membership in any labour organization". The Supreme Court granted the Board's petition for *certiorari* to review this judgment.

In the second case, the Board found that the Radio Officers' Union of the Commercial Telegraphers Union had violated the same sections by causing A. H. Bull Steamship Company to discriminate by refusing on two occasions to employ a union member named Fowler.

It found that the agreement between the union and the company stated that the company agreed to employ as radio officers union members in good standing when available, provided that they were in the opinion of the company qualified for the job. It stated also: "The Company shall have the right to free selection of all its Radio Officers and when members of the Union are transferred, promoted or hired the Company agrees to take appropriate measures to assure that such members are in good standing, and the Union agrees to grant all members of the Union in good standing the necessary 'clearance' for the position to which the Radio Officer has been assigned. If a member is not in good standing, the Union will so notify the Company in writing."

On February 24, 1948, the company offered a job on the SS. *Frances* to Fowler, who had often been employed by the company previously, and he accepted it. The company then informed the radio officer for the previous voyage that he was being replaced by "a man with senior service in the company". Fowler reported to the ship without seeking clearance from the union and the other radio officer reported this action to the union. The union secretary notified Fowler that he had been suspended from membership for "bumping" another member and taking a job without clearance, and notified the company that Fowler was not a member in good standing.

Express requests to the union for clearance of Fowler for employment on the SS. *Frances* by the company and by Fowler were subsequently refused, the union secretary stating that he would never clear Fowler for a position with that company although he would be cleared for a job with other employers. The company gave the job to another man and Fowler returned to his home. In April he again notified the company that he was available for work before reporting to the union. The union secretary told him he was being made "a company stiff" and adhered to his position that he would not clear Fowler for work with that company. Clearance sought for him for a job on another of the company's ships was refused and another man was dispatched to the job by the union.

Upon these facts a majority of the Board found that the union had violated Sections 8(b)(1)(A) and 8(b)(2) of the Act. They found that since Fowler's suspension was not valid according to the union's by-laws he was a member in good standing at all times. They rejected the union's contention that the collective agreement provided for a hiring hall and gave the union complete control over the selection of radio officers. By twice refusing to clear Fowler, the union had restrained him in his right to refrain from observing union rules and had caused the company to discriminate against him by denying him employment. The Board held that the normal effect of the discrimination against Fowler was to enforce his obedience and the obedience of his fellow union members to the union rules, and to encourage members to retain their membership and non-members to join the union.

The Board issued an order to the union similar to the one in the Teamsters case. Its petition for enforcement of his order was granted by the Court of Appeals for the Second Circuit, which upheld the Board's findings.

In the third case, a non-union employee named Loner complained that the Gaynor News Company had violated Section 8(a)(1) and (3) of the Act by granting retroactive wage increases and vacation payments to employees who were members of the Newspaper and Mail Deliverers' Union of New York and refusing such benefits to other employees because they were not union members. Section 8(a)(1) makes it an unfair labour practice for an employer to interfere with employees in the exercise of rights guaranteed by Section 157 (the right to organize, bargain collectively, etc.). Section 8(a)(3) makes it an unfair labour practice for an employer to encourage or discourage membership in a labour organization by discrimination in regard to employment.

The Board found that the company, which was engaged in the wholesale distribution and delivery of newspapers and periodicals, had entered into an agreement in 1946 with the union covering delivery department employees. The agreement provided for a closed shop but permitted the company to employ non-union members until the union could supply union employees. This provision was necessary because the union was closed, ordinarily admitting to membership only first-born legitimate sons of members. The agreement was subsequently extended to 1948. A supplementary agreement was concluded in 1947 providing that if a new contract were negotiated the wage rates fixed by it would be retroactive for three months. In October 1948 a new agreement was signed providing for increased wage and vacation benefits. In compliance with the supplementary agreement the company paid to its union employees the differential between the old and the new wage rates and made

further payments to compensate for differences in vacation benefits. The company refused to make similar payments to non-union employees on the ground that it was not bound by the agreement to do so.

The Board concluded that since nothing in the agreement prohibited equal payments to non-union employees the company had no defence against the allegation that it had "engaged in disparate treatment of employers on the basis of union membership or lack of it" contrary to the provisions of the Act. The natural and probable effect of its action was to encourage membership in the union. An order was issued requiring the company to cease and desist from the unfair labour practices found and to pay to all non-union employees the amount they had lost by reason of the company's discrimination against them.

The Court of Appeals for the Second Circuit granted enforcement of the Board's order, holding that the union here was the exclusive bargaining agent for the plant and could not bargain for special benefits to union members only. Even though the union-encouraging effect of the discriminatory treatment was not felt immediately because of the union's membership rules, there was a reasonable likelihood that it would be felt in later years and the employer could not be allowed to escape the provisions of the Act.

Mr. Justice Reed stated that these three cases were the first to come before the Court involving the application of the Act to the problem of *encouragement* of union membership by employers. In previous cases the Court had considered actions by employers aimed at discouragement of union membership. In the cases before the Court, discrimination was not contested; involuntary reduction of seniority, refusal to hire for an available job, and disparate wage treatment were clearly discriminatory.

However, the scope of the phrase "membership in a labour organization" was in issue here. It had been interpreted to mean discrimination to discourage participation in union activities as well as adhesion to union membership. Mr. Justice Reed stated that the policy of the Act was to allow employees to exercise freely their right to join unions, be good, bad or indifferent members, or abstain from joining any union without imperilling their livelihood. The only limitation on this right was the clause in the Act authorizing employers to enter into certain union security agreements. The legislative history of the Act clearly indicated that Congress intended to prevent utilization of union security agreements for any purpose other than to compel payment of union dues. Under a valid union shop agreement an employer could discharge an employee for non-membership in the union but no other discrimination aimed at encouraging employees to join, retain membership in, or stay in good standing in a union was permitted by the Act.

In accordance with this principle Mr. Justice Reed held that the Eighth Circuit had interpreted the term "membership" too restrictively in the Teamsters case. Boston had been denied employment for no reason other than his tardy payment of union dues. The union's activity in reducing his seniority was not sanctioned by a valid union security agreement. The union by requesting such discrimination and the employer by submitting to such an illegal request had violated the Act.

In the Radio Officers case the Second Circuit had correctly concluded that encouragement to remain in good standing in a union is forbidden by the Act. The union in causing the employer to discriminate against Fowler to coerce him into following the union's desired hiring practices had deprived Fowler of a protected right.

The Court also held that the Second Circuit had come to the correct conclusion in the Gaynor case. A natural consequence of the employer's action would be to encourage union membership and it could therefore be presumed that he intended to do so. The employer could not legally discriminate in wages solely on the basis of union membership even though he had executed a contract with the union prescribing such action. Throughout the history of the National Labour Relations Act it had been emphasized that exclusive bargaining agents could not make agreements more favourable to their own members than to the other employees.

Mr. Juctice Reed then dealt with the question of the penalty imposed by the Board on the unions in these three cases. Section 8(b)(2), added to the Act by the Taft-Hartley amendments in 1947, makes it an unfair labour practice for a union or its agents to cause or attempt to cause an employer to discriminate against an employee in violation of Section 8(a)(3) of the Act. The union in the Radio Officers case contended that the Board could not proceed against it without joining the employer, and that unless the Board had found the employer guilty of violating Section 8(a)(3) and had ordered him to reinstate the employee it could not order the union to give back pay to the employee.

Mr. Justice Reed found no support in the Act for this argument. Since a union was guilty of violating Section 8(b)(2) of the Act if it merely attempted to cause an employer to discriminate illegally, it was clearly not necessary for the Board to find the employer guilty before it charged the union with violation of the Act. He held also that the Board had properly exercised its power in ordering the union to reimburse Fowler for his loss even though reinstatement was not ordered in this case. It was clear that the union had committed an unfair labour practice and it was the policy of the Act to compensate employees who had suffered from illegal discrimination.

Mr. Justice Black and Mr. Justice Douglas dissented from the judgment of the Court. They held that the plain and long accepted meaning of Section 8(a)(3) of the Act was that it forbids an employer to discriminate only when he does so *in order to* encourage or discourage union membership. They considered that the view recently adopted by the Board and now apparently accepted by the Court, that the provision outlaws discrimination "the natural and probable effect" of which would be to encourage union membership, imputed guilt to an employer for conduct which Congress did not wish to outlaw. Congress meant to enable workers to join or not to join unions without fear of reprisal but did not mean to invade an employer's normal right to fix different wages, hours and other working conditions for different employees according to his best business judgment.

The Supreme Court reversed the judgment of the Court of Appeals in the Teamsters case, affirmed it in the Radio Officers case, and affirmed it in the Gaynor case, thus upholding the Board's findings of illegal discrimination in all three cases. *Radio Officers' Union* v. *NLRB* [1954] 33 LRRM 2417.

Recent Regulations under Provincial Legislation

Coverage of Alberta Factories Act is extended. Regulations for nine trades under the Alberta Tradesmen's Qualification Act are revised

Certain structures and machinery, including cranes and hoists, escalators, pipe lines and oil and gas well servicing rigs, have been brought under the Alberta Factories Act by proclamation. Revised regulations were issued covering nine of the trades under the Alberta Tradesmen's Qualification Act, which makes certification of tradesmen compulsory in the trades designated under the Act.

Alberta Factories Act

By proclamation of February 8 several types of machinery and equipment were declared to be factories within the meaning of the Alberta Factories Act and must therefore conform to the applicable provisions of the Act and be inspected regularly. These are cranes and hoists, inclined carriage lifts, gravel-crushing and handling machinery, ditching and pipe-wrapping machinery, escalators and moving stairs, pipe lines, seismograph equipment and oil and gas well servicing rigs.

The proclamation, gazetted on February 27, was issued under the section of the Act which defines a "factory" as any building or premises mentioned in the schedule attached to the Act "together with such other buildings, structures or premises as the Lieutenant-Governor in Council may by proclamation declare to be factories within the meaning of this Act".

Alberta Tradesmen's Qualification Act

Revised regulations were issued for nine of the trades under the Alberta Tradesmen's Qualification Act by O.C. 313-54 on March 4, gazetted March 15. Under this Act a tradesman in a designated trade is prohibited from carrying on his trade unless he holds a certificate of competency.

Apart from a slight change in wording, the nine trades are the same as ten previously designated trades, two of which have been combined to form the trade of motor vehicle mechanic. The nine trades dealt with in the new regulations are auto body mechanic, motor vehicle mechanic, electrician, internal combustion engine mechanic, plumber, steam fitter, gas fitter, radiotechnician and refrigerator mechanic.

The regulations provide for the issue of certificates on the attainment of the required standard in an examination and on the production of satisfactory evidence that the applicant has had the required experience in the trade.

An applicant applying for a certificate must submit original testimonials from employers, superintendents or foremen to establish that he has had at least four years' experience in the trade. This applies to all trades except that of radiotechnician, in which only three years' experience is required. With one exception, the experience required is one year more than it was previously. The application must be forwarded to the Department of Industries and Labour at least 15 days before the date of examination, together with the prescribed fee of $10.

The examination for a certificate of proficiency is to consist of a practical and theoretical examination based on the course of studies set for apprentices under the Apprenticeship Act. In the one trade, that of an internal combustion engine mechanic, which is not under the Apprenticeship Act, the examination is to consist of questions on the repair, fitting, and construction of internal combustion engines.

To obtain a certificate of proficiency, the applicant must make the pass mark set by the Department and the Board of Examiners. Formerly, the specific pass mark required for the certificate was set in the regulations for each trade.

Provision is made for the review of the examination of a candidate who fails by a Board of Appeal appointed by the Minister where application for such a review is made within 30 days. The fee for review of an examination is $5 but if the applicant is found to be eligible for a certificate the fee is returned. A somewhat similar procedure for appeal was laid down in the earlier regulations.

Subject to the provisions governing temporary certificates, an applicant who fails is not eligible to try a further examination for at least six months except as the result of an appeal.

At the discretion of the Department a temporary certificate of proficiency may be granted to a person subject to examination or, in case of failure in the examination, where the candidate has obtained at least two-thirds of the required pass mark.

Certificates of proficiency are no longer renewable annually and remain in effect unless revoked or suspended for cause. Temporary certificates expire at the pleasure of the Department. During the currency of a temporary certificate, a person must be ready to take an examination at any time. The holder of a certificate of proficiency may be required to appear for re-examination at the discretion of the Department.

Provision was formerly made for provisional certificates as well as temporary certificates. A provisional certificate could be granted if a candidate made more than a specified percentage (usually 50 per cent) of the allotted marks. Such a certificate was valid for six months only and not more than two could be issued to any person. Temporary certificates were granted to a person with the requisite experience in the trade pending an examination. In the new regulations, temporary certificates cover both situations.

The Department has discretion to issue a certificate of proficiency or a temporary certificate without examination to an applicant who holds a subsisting certificate of proficiency issued by another province or by any recognized and approved licensing authority.

With his certificate a tradesman is given a card of identification, indicating the status of the certificate. A certificate must be prominently displayed in the place of employment or must be produced at the request of a Department inspector or supervisor. The card must also be produced on request.

In all the trades except that of internal combustion engine mechanic, provision is made for further training as an apprentice under the Apprenticeship Act for a candidate who fails to qualify for a certificate. Such a candidate may register as an apprentice and complete his training. In the regulations governing the trade of internal combustion engine mechanic, an apprentice certificate may be granted under the Tradesmen's Qualification Act.

Formerly, time credits were provided for in all trades when an applicant did not have the required practical experience but had a certificate from an approved school showing that he had had training in the subjects pertaining to his trade. This provision now appears only in the regulations for the internal combustion engine mechanic. The time credit which may be given is to be determined by the Department.

Ontario Theatres Act

New regulations (O.Reg. 28/54) were issued under the Theatres Act, 1953, which was proclaimed in force on March 1, 1954. One important change with respect to

projectionists is that only one licensed projectionist is now required to operate a projector in a theatre. Formerly, in every theatre where there was more than one motion picture projector installed and which had a seating capacity of one thousand or more two licensed projectionists were required to be employed. Projectionist licences are classified as first and second class and apprentice.

A projectionist is required to have his licence in his possession at all times when he is in the projection room and must produce it at the request of an inspector. As previously, the holder of an apprentice licence may operate projection equipment only under the direct supervision of a projectionist who holds a first or second class licence. If two or more persons holding projectionist licences of different classes are employed in a projection room at the same time, the person holding the higher licence must be responsible for the operation and maintenance of the equipment and the discipline of persons in the projection room. If two or more persons holding the same class of licence are employed at the same time, they are jointly responsible.

Projectionists must not smoke or permit smoking in the projection room. No reading material is allowed in the projection room other than copies of the statutes and regulations and technical publications relating to projection equipment. The projectionist is not to allow any person in the projection room while an audience is in the theatre except an inspector, a holder of a projectionist licence, the person in charge of the theatre or any other person who has a legal right to be there.

The projectionist is required to examine and test the equipment before each exhibition and must not operate or permit the operation of any equipment which he knows to be defective or use defective or overloaded reels. He must keep the projection room clean and free of all unnecessary articles and take all steps necessary to ensure that the equipment, port-hole shutters, fire-fighting equipment and emergency lighting system are at all times in good working condition. All port-hole shutters must be closed after the last exhibition each night.

The form for a projectionist licence and the fees payable are set out in the regulations.

The regulations were made on February 25 and gazetted March 13.

Board of Adjustment No. 1

(Continued from page 671)

of yardmen will commence at the time required to report for duty and do report, and will continue until they are relieved from duty at end of day's work; yardmen will be relieved at Yard in which they commenced work." It said the foreman reported for duty at 12 noon and was relieved from duty 12 hours and 40 minutes later, for which he was paid eight hours at straight time and four hours and 40 minutes at time and one-half.

The Board ruled that the foreman was properly compensated and declined to sustain his claim.

Collective Agreement Act

(Continued from page 675)

the men's and boys' shirt manufacturing industry minimum rates are now 3 to 10 cents per hour higher; in the corrugated paper box industry minimum wage rates are 5 cents per hour higher; and in the uncorrugated paper box industry in Quebec City and district, minimum wage rates are increased by 8 cents per hour. In the latter agreement, weekly hours for stationary enginemen, firemen and night watchmen are reduced from 60 to 56. In the construction industry the building trades agreement at Montreal is now amended to include a new section applicable to refrigeration installations.

Under the Industrial Standards Act in Ontario, a new schedule for painters at Ottawa provides for a wage increase of 10 cents per hour, to be supplemented by an additional 5 cents per hour effective May 1.

Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit declined in February. Statistics* show total of 214,932 for month, compared with 292,623 in January, 171,658 year ago

Initial and renewal claims for unemployment insurance benefit declined by 77,691 in February. The number of ordinary and supplementary benefit claims on the live unemployment insurance register at the end of the month, however, was higher than the previous month's total by 17,736.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during February a total of 214,932 initial and renewal claims for unemployment insurance benefit was received at local offices across Canada, compared with 292,623 during January and 171,658 in February 1953.

Ordinary and supplementary benefit claimants on the live unemployment insurance register on February 26 numbered 512,567 (428,475 males and 84,092 females), compared with 494,831 (411,829 males and 83,002 females) on January 29 and 363,165 (308,003 males and 55,162 females) on February 27, 1953. The number of short-time claimants on the live register declined from 48,202 on January 29 to 39,083 on February 28 (on February 27, 1953, short-time claimants numbered 22,011), while those categorized as "temporary lay-off" totalled 7,044 on February 26, 1954, compared with 12,975 on January 29 and 3,325 on February 27, 1953.

Adjudicating officers disposed of 240,021 initial and renewal claims during February; in 158,975 of these cases the claimants were entitled to benefit. Of the 81,046 decisions in which the claimants were not entitled to benefit, 69,653 or 86 per cent were on behalf of persons having insufficient contributions in insured employment. A total of 19,227 disqualifications (including 7,834 on revised and supplementary benefit claims) was imposed; the chief reasons were: "voluntarily left employment without just cause" 5,710 cases; "not unemployed" 3,822 cases and "not capable of and not available for work" 2,048 cases.

*See Tables E-1 to E-7 at end of book.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

New beneficiaries during February totalled 168,262, compared with 197,702 during January and 121,507 during February 1953.

Total benefit payments amounted to $26,675,431 in respect of 8,391,990 days (including 85,320 disability days) for February, in comparison with $23,947,213 and 7,563,898 days (including 58,749 disability days) for January and $18,505,590 and 5,918,651 unemployed days in February 1953.

During the week February 20-26, an estimated total of 359,997 beneficiaries received $6,707,054 in compensation for 2,106,277 days (including 20,316 disability days), compared with an estimated 351,173 beneficiaries who received $6,522,868 in compensation for 2,058,733 days (including 15,725 disability days) during the week January 23-29. For the week February 28-March 6, 1953, 249,889 beneficiaries received $4,608,663 in compensation for 1,468,668 unemployed days.

The average daily rate of benefit for the week February 20-26 was $3.18, compared with $3.17 for the week January 23-29. For the same week last year the average daily rate of benefit was $3.14.

Supplementary Benefit

During February, 69,467 claimants unable to qualify for regular benefit had their claims considered under the supplementary benefit provisions of the Act. Of this number, 50,019 established entitlement to benefit, 17,564 failed to satisfy the minimum requirements and 1,884 established benefit years but were disqualified under one or

other of the provisions of the Unemployment Insurance Act or Regulations. Benefit payments amounted to $3,007,783.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards have been issued to 4,541,599 employees who have made contributions to the Unemployment Insurance fund at one time or another since April 1, 1953.

At February 28, employers registered numbered 257,041, an increase of 756 during the month.

Annual Report on Benefit Years

The Dominion Bureau of Statistics on April 12 released the annual statistical report on benefit years established and terminated under the Unemployment Insurance Act for the calendar year 1952. The basic data for the report is supplied by Unemployment Insurance Commission offices.

In 1952 there were 751,098 benefit years established by 731,048 claimants, 711,076 of whom established only one benefit year and 19,972 established two or more benefit years. The total of benefit days authorized in 1952 was 110,504,789, an average of 147 per benefit year established.

On the 660,419 benefit years terminated during 1952, benefit days paid totalled 36,311,202, an average of 55 per benefit year terminated.

The report is available from the Queen's Printer at 40 cents a copy.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 988, November 17, 1953

Held: *That a pedlar, who upon refusing an offer of suitable employment was disqualified retroactively to the date he had started in business on the ground that he had not proved that he was unemployed within the meaning of the Act, had nevertheless fulfilled that requirement on the days that he was not actually peddling prior to the offer of employment.*

Material Facts of Case—The claimant, married, who resides in a village in the province of Quebec and who registered for employment as a butcher's helper, filed a renewal application for benefit on March 10, 1952, and stated therein that he had been employed in the "bush" as a truck driver from February 6, 1952, to March 7, 1952, when he was laid off.

On July 24, 1952, the local office of the Unemployment Insurance Commission notified the claimant of an offer of employment as a butcher at a wage of $150 a month in another village in the province. Subsequently the claimant wrote a letter to the local office, stating that he was unable to accept the job as he was working on his own account one or two days a week selling blueberries from door to door and that he would be so engaged until the blueberry season was over, which would be the end of August.

In response to a request from the local office for additional information as to his business activities, the claimant stated that in March 1952, he began selling fish one or two days a week; that following this he sold blueberries; and that when the blueberry season ended he began selling apples.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for an indefinite period

as from March 10, 1952, on the ground that he had not proved that he was unemployed within the meaning of the Act.

In a later statement which the claimant filed with the local office he declared that he had always indicated on Form UIC 485B (Postal Claimant's Weekly Report) the days he had worked on his own account.

From the decision of the insurance officer, the claimant appealed to a court of referees, which by a majority finding maintained the said decision.

The claimant appealed to the Umpire.

Conclusions—(Translation): It is certainly not within the intent of the Unemployment Insurance Act to pay benefit to persons who are engaged in business on their own account. However, the fact that a claimant is working for himself one or two days a week does not imply, *ipso facto*, that he is in business on his own account as such is generally understood in unemployment insurance matters; nor does it mean that he must necessarily be considered as not available for work within the meaning of the Act. It all depends on the circumstances and each case must be thoroughly examined on its own merits.

Of course, it is not always easy to draw a line of demarcation if we consider that the transaction of business, in itself, requires preparations which, depending on the degree of their intensity, more or less take up the time of the individual who is engaged in business.

In this case, it is reasonable to believe, from the nature of the work performed by the claimant and his refusal to accept the offer of suitable employment notified to him in July 1952, that he was not and had not been unemployed and available for work within the meaning of the Act from the beginning of his business activities. On the other hand, it must not be overlooked that the claimant obviously acted in good faith, that he was carrying on this business to the knowledge of the local authorities of the Unemployment Insurance Commission and that he had always declared in all sincerity the days on which, in his opinion, he was working for himself.

Because of the particular circumstances of this case and although, in principle, I would be inclined to agree with the court of referees' decision, I conclude that the claimant has fulfilled the requirements of the Act on the days he was not carrying on his business and continued to do so until the time he was offered employment in July 1952.

The appeal is upheld.

Decision C-B 1012, February 16, 1954

Held: *That the claimant had neither met any of the requirements of Benefit Regulation 5A (Married Women's Regulations) nor the condition laid down in Section 29(1)(b) of the Act (availability for work).*

Material Facts of Case—The claimant, 20 years of age, filed an initial application for benefit on June 23, 1953, and stated therein that she had worked as a clerk in the office of the Unemployment Insurance Commission at "A" (a small town in Alberta) at a salary of $186.66 a month from October 4, 1951, to June 22, 1953, when she voluntarily left to be married.

On July 13, 1953, she indicated on Form UIC 477 (Additional Information-Married Women) that she was married on June 27, 1953, and that her separation from the said employment was in consequence of the employer's rule against retaining married women in his employ. In the Separation Questionnaire, the Regional Personnel Officer of the Commission stated that the latter did retain women in its employ after marriage and had the claimant made application she would have been retained.

The evidence revealed that the claimant moved with her husband from "A" to "B" on June 29, 1953, to "C" on July 23 and then back to "A" in mid-August for a period of two weeks; her husband is an oil field worker whose duties require him to move from place to place and she accompanies him on his travels.

The insurance officer disqualified the claimant from receipt of benefit for a period of two years immediately following the date of her marriage because, in his opinion, she could not meet any one of the conditions stipulated in Benefit Regulation 5A (Married Women's Regulations).

The claimant appealed to a court of referees. In submitting the case to the court of referees, the insurance officer asked the court to also consider the question of the claimant's availability for work.

The court of referees unanimously allowed the claimant's appeal on the ground that the Civil Service Commission had a rule against retaining women in the "service" after marriage. The court decided also that the claimant was available for work.

The insurance officer appealed to the Umpire.

Conclusions—I fail to see how the court of referees has arrived at the conclusion that the claimant's separation from employment was *in consequence of* "the application of her employer's rule against retaining

married women in his employ". The Civil Service Commission may have a policy or a rule against retaining women in the government service after marriage, nevertheless in many departments, including the Unemployment Insurance Commission, this policy or rule is frequently waived when the circumstances warrant it.

In the present case, the evidence clearly indicates that the claimant did not ask to be retained in the employ of the Unemployment Insurance Commission but that had she done so she would have been kept on the staff.

I would draw the attention of the members of the court of referees to decisions CU-B 859, CU-B 884 and CU-B 908, wherein I commented that "if the evidence indicates that a claimant has not asked to be retained in the service of the employer but has voluntarily left her employment because she assumed that she would be dismissed on account of her marriage, the requirement of Benefit Regulation 5A(1)(b)(i) is not met".

As to the question of the claimant's availability for work, it is evident that if she accompanies her husband to every point that his work takes him—his stay in any one place is limited to a few weeks—she cannot be considered available for work within the meaning of the Act. In fact, according to the latest information on file, the claimant was planning to move with her husband to ..... on or about November 5, 1953, where, according to her own statement, she would not be available for work.

The appeal of the insurance officer is allowed and the disqualifiation previously imposed under Benefit Regulation 5A is reinstated as from the date that this decision is communicated to the claimant. An indefinite disqualification is also imposed pursuant to Section 27(1)(b) of the Act (now 29(1)(b)) as from the same date.

U.S. Uncovers Fraud and Overpayments in Unemployment Compensation Program

The United States Congress has been asked for funds for a national investigation into reported fraud and overpayments in unemployment compensation. Official inquiries, which so far cover only a few of the 48 states, have uncovered 145,732 instances of excessive payments for one reason or another.

These overpayments amount to $6,682,149 and it is estimated that $22,700,000 may have been lost throughout the country either because of errors in administrative accounts or because of fraudulent claims for unemployment benefits.

The Bureau of Employment Security, U.S. Department of Labor, reported that in five unidentified states nearly 40,000 unemployment compensation claimants had obtained by fraud an average of $75.06 each in 1953 and that 106,259 persons had received an average of $35 each in overpayments because of administrative errors.

Investigations in the five states have shown that 4·4 per cent of unemployment compensation payments indicated the presence of fraud and 6·8 per cent, laxity in administration and bookkeeping.

The United States unemployment compensation program is carried out in cooperation with the states. States meeting the requirements are eligible for federal funds, which the states then administer.

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41 States Amend Unemployment Insurance Laws in 1953

Forty-one of the states in the United States amended their unemployment insurance laws in 1953. On the whole, the changes raised benefit rate levels, set up more restrictive disqualification standards and revised experience rating clauses to permit certain employers to reduce payroll tax rates.

Comparatively little attention was given to extension of coverage.

Twenty states raised the maximum weekly benefit; eight extended the maximum duration of benefit payments. By the end of the year, the potential maximum duration of benefits was from 16 to 26½ weeks.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 146 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 52 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	3	$ 26,691.42
Defence Production (February Report)	203	1,336,916.00
Post Office	12	102,586.24
Public Works	2	15,611.55

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of $1,893.15 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 39 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Moosomin Sask: Beattie Ramsay Construction Ltd, construction of rolled earth dam, Pipestone Creek project.

Central Mortgage and Housing Corporation

Petawawa Ont: Bedard-Girard Ltd, installation of electrical distribution system.

Defence Construction (1951) Limited

Camp Gagetown N B: Canadian National Railways, *construction of railway siding. *Casey P Q:* A Janin & Co Ltd, construction of various bldgs & complementary services, RCAF Station. *Valcartier P Q:* Michaud & Simard Incorp, clearing & grubbing. *Kingston Ont:* Terminal Construction Co Ltd, construction of soccer field, RMC. *London Ont:* Elgin Construction Co Ltd, construction of gate house, #27 COD. *Long Branch Ont:* Barclay Construction Ltd, construction of storage warehouse, Canadian Arsenals Ltd. *Boundary Bay B C:* S & S Electric Ltd, construction of sub-station & power distribution system. *Victoria B C:* Hume & Rumble Ltd, construction of sub-station, Work Point Barracks.

Building and Maintenance

Halifax N S: Gunite & Waterproofing Ltd, gunite waterproofing on bldgs, Willow Park. *Farnham P Q:* Paul Boucher, alterations to drill hall. *Montmagny P Q:* Turcotte & Letourneau Incorp, rewiring & relighting armoury. *Hamilton (Mount Hope) Ont:* Walker Bros, application of bonded roofs, RCAF Station. *Kingston Ont:* Irving & Harding Ltd, reroofing & reflashing old gymnasium bldg, RMC. *Petawawa Ont:* McAuliffe-Grimes Ltd, laying linoleum in temporary married quarters. *Trenton Ont:* McCormack Painting, exterior painting of houses, Middleton Park, RCAF Station; Brant Construction Co Ltd & Frank's Contracting Co, interior & exterior painting, glazing, refinishing & applying asphalt tile floors, RCAF Station. *Fort Whyte Man:* J H Lock & Sons Ltd, installation of air conditioning unit, Transmitter Bldg. *Winnipeg Man:* Keewatin Electric & Machine, installation of electrical system, HMCS "Chippawa". *Weyburn Sask:* W A Moffatt Co, application of insulated built-up roofs on hangars, leantos & control tower, RCAF Station. *Vulcan Alta:* Charlton & Hill Ltd, application of bonded roof on hangar & leantos, RCAF Station. *Vancouver B C:* A I M Steel Products Division Ltd, supply & erection of chain link fence, North Jerico area.

National Harbours Board

Montreal Harbour P Q: Miron & Freres Ltd, construction of bituminous concrete paved road & preparation of subgrade for railway tracks at Sections 36 to 40; Atlas Construction Co Ltd, construction of car dumper houses, feed conveyor tunnels, etc, at elevators 1 & 2. *Vancouver Harbour B C:* Vancouver Pile Driving & Contracting Co Ltd, re-alignment of steel fender dolphins, Dunlevy Ave wharf.

Department of Public Works

West Point P E I: J W McMulkin & Son Ltd, construction of breakwater. *Chester N S:* J P Porter Co Ltd, *dredging in front harbour. *Little River N S:* George Mills & Sons Ltd, construction of breakwater. *North Sydney N S:* North Sydney Marine Railway Co Ltd, *renewals & repairs to Tug "Pugwash". *Pictou N S:*

Ferguson Industries Ltd, *renewals & repairs to dredge "PWD No 20". *Fredericton N B:* Edward T Moran, alterations to plumbing, heating & electrical work, former Lieutenant Governor's residence. *Newcastle N B:* Modern Construction Ltd, construction of RCMP detachment bldg. *Woodstock N B:* R E Stewart Construction Corp, construction of public bldg. *Huntingdon P Q:* Williams Construction Co Ltd, additions & alterations, public bldg. *L'Anse au Beaufils P Q:* James S Watt, breastwork reconstruction. *Waterloo P Q:* J M Jeanson Ltd, alterations & additions to public bldg. *Cobourg Ont:* McNamara Construction Co Ltd, *dredging. *Moose Factory Ont:* B L Pulsifer Construction, construction of RCMP detachment bldg. *Ottawa Ont:* B Perini & Sons Canada Ltd, construction of Archives storage bldg, Tunneys Park; Modern Decoration Moderne, redecorating corridors & stairwells for Dept of Transport, No 3 Temporary Bldg; George A Crain & Sons Ltd, construction of geophysical laboratory for Dominion Observatory, Central Experimental Farm; Ross-Meagher Ltd, alterations to pesticide testing laboratory, Central Experimental Farm. *Red Lake Ont:* Jan Timber & Contracting Ltd, wharf repairs. *Sault Ste Marie Ont:* Linde Canadian Refrigeration Co Ltd, refrigeration system changes, Insect Pathology Laboratory. *Esquimalt B C:* Greenlees Construction Co Ltd, wharf reconstruction. *Vancouver B C:* Geo D McLean & Associates Ltd, repairs to floors, Shaughnessy Hospital. *Victoria B C:* Turnbull Elevator Co Ltd, installation of electric rectifier for elevators, Belmont Bldg.

Department of Transport

Canso N S: Maritime Steel & Foundries Ltd, erection of swing bridge; Maritime Steel & Foundries Ltd, erection of steel gates. *Owen Sound Ont:* Russel-Hipwell Engines Ltd, *construction of steel landing barge. *Yellowknife N W T:* Standard Gravel & Surfacing of Canada Ltd, additional airport development.

Prices and the Cost of Living*

Consumer Price Index, April 1, 1954

The Consumer Price Index registered a slight gain between March 1 and April 1, moving from 115·5 to 115·6. Advances in clothing, household operation and other commodities and services overbalanced weakness in food prices.

The upturn in the index was the first in five months, having declined in every month since last October. On October 1 the index stood at 116·7.

The food index moved down from 110·7 to 110·4, reflecting sizeable decreases in eggs and smaller declines for butter, beef, fresh pork, veal, fresh tomatoes, celery and potatoes which proved more important than increases for coffee, tea, oranges, cured pork and shortening.

The shelter index remained unchanged at 125·6, a small increase in rents balancing a decline in the home-ownership section.

The remaining three indexes were influenced by increases in health care, personal care, postal rates, as well as tax adjustments in British Columbia and New Brunswick. The clothing index advanced from 109·8 to 109·9, while the household operation index moved up 0·4 per cent to 118·1. Cleaning supplies were firmer in this group, while lower prices were noted for electric irons and lawnmowers. An advance of 0·5 per cent to 117·2 was registered in the other commodities and services series.

The index one year earlier (April 1, 1953) was 114·6. Group indexes on that date were: food 110·9, shelter 122·7, clothing 109·7, household operation 116·9 and other commodities and services 115·0.

City Consumer Price Indexes, March 1, 1954

Seven of the ten regional consumer price indexes declined between February 1 and March 1 while three advanced. Food indexes were lower for all except the Edmonton-Calgary series, which showed no over-all change. Lower quotations for beef, tomatoes and shortening were mostly responsible for the decline in foods as they offset a general advance in coffee and scattered increases for pork, oranges and carrots.

Continued advances in rents resulted in higher indexes for the shelter component in all cities except St. John's. The principal changes in clothing were increases for women's cloth coats and decreases for men's

*See Tables F-1 to F-6 at back of book.

nylon socks and women's nylon hosiery and rayon undergarments. As a result of these and other scattered changes, clothing indexes were lower in six cities, higher in two and unchanged in two.

Household operation indexes moved higher in five cities, mainly because of advances for electrical appliances, dishes, glassware and cleaning supplies. Higher local transportation fares in Saint John and Saskatoon were reflected in substantial advances in the other commodities and services indexes for these two cities. Of the remaining eight cities, four showed no change, while four registered mixed movements resulting from changes in automobile operation and higher toilet soap prices.

Regional consumer price index point changes between February 1 and March 1 were as follows: Montreal —0·5 to 116·3; Winnipeg —0·3 to 114·7; St. John's —0·2 to 102·2[1]; Ottawa —0·2 to 115·3; Toronto —0·2 to 117·4; Halifax —0·1 to 113·7; Vancouver —0·1 to 116·3; Saint John +0·4 to 116·2; Saskatoon-Regina +0·2 to 113·7; Edmonton-Calgary +0·1 to 114·4.

Wholesale Prices, March 1954

Canada's general wholesale price index continued to decline in March, falling to 218·6 from 219·0 in the preceding month and 221·9 a year earlier. This marked the lowest point recorded since August 1950.

[1]Index on base June 1951=100.

Five of the eight major groups showed fractional decreases as compared with February and the remaining three registered small gains.

Animal products showed the most substantial decline, moving down 0·7 per cent to 242·1 from 243·9 in February, mainly in response to lower prices for livestock, fresh meats, butter, cheese, eggs and hides. Cured meats was the only sub-group to advance.

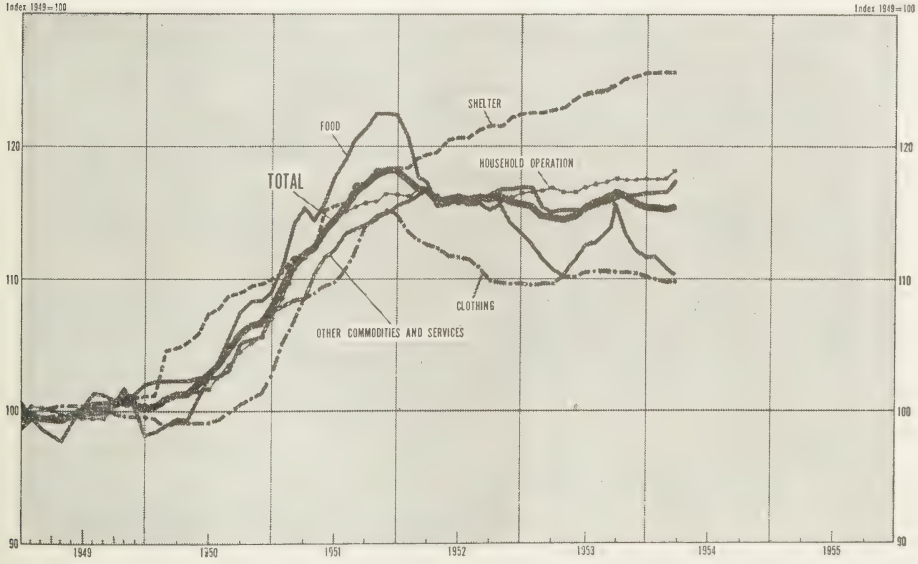
Vegetable products declined 0·5 per cent to 199·6 from 200·6, as decreases in grains, vegetable oils, sugar, milled cereal foods, feeds, potatoes, onions and canned vegetables outweighed continued increases in coffee, cocoa, tea, rubber footwear and fresh and canned fruits.

Lower prices for both domestic and imported raw wool and raw cotton were responsible for a drop of 0·1 per cent to 233·1 from 233·3 in the index of fibres, textiles and textile products.

Continued weakness in scrap steel and iron prices was reflected in the iron and steel products group index, which receded 0·3 per cent to 215·2 from 215·9. Non-metallic minerals declined 0·2 per cent to 179·0 from 179·4 as lower prices for United States anthracite and domestic bituminous coal outweighed increases in prepared stucco, crude oil and sulphur.

Chemicals and allied products rose 0·3 per cent to 175·9 from 175·3, as increases in laundry soap and paint materials outweighed a drop in glycerine.

CONSUMER PRICE INDEX FROM JANUARY 1949



Gains in newsprint, woodpulp and certain fir and cedar lumber descriptions more than offset declines in hardwoods to advance the index of wood and its products 0·2 per cent to 284·1 from 283·4.

The composite index of Canadian farm product prices at terminal markets receded 1 per cent to 206·7 from 208·8. Field products moved down 1 per cent to 151·3 from 152·9, due mainly to lower prices for eastern potatoes and eastern grains. Animal products also declined 1 per cent to 262·0 from 264·7 under the influence of lower quotations for livestock, eggs, eastern milk for cheese manufacture, and raw wool.

Residential building materials costs receded 0·3 per cent to 275·9 from 276·7, reflecting decreases in hardwood flooring, copper wire, plumbing fixtures and linoleum. An advance in prepared stucco prices was responsible for an increase in the lath, plaster and insulation sub-group.

The index for non-residential building materials prices, at 122·9, was 0·2 per cent below February's 123·1. Hardwood flooring, copper wire and linoleum floor covering registered losses which outweighed increases in prepared stucco, linseed oil and brick.

Strikes and Lockouts

Canada, March 1954*

Fewer workers were involved in work stoppages arising out of labour-management disputes during March than in any month since November 1944 and less time was lost than in any month since April 1951. A number of stoppages involved few workers and caused little time loss during the month. Three disputes causing more than 60 per cent of the idleness in March were: aluminum plant office workers at Arvida, Que.; hotel employees at Medicine Hat, Alta.; and motor vehicle factory workers at Quebec, Que.

Wages and related benefits were the central issues in 10 of the 18 stoppages in existence during March, causing 85 per cent of the total idleness. Of the other disputes, four arose over dismissals or lay-offs, two over causes affecting working conditions and two over union questions.

Preliminary figures for March 1954 show 18 strikes and lockouts in existence, involving 1,722 workers, with a time loss of 13,945 man-days, compared with 17 strikes and lockouts in February 1954, with 4,631 workers involved and a loss of 52,270 days. In March 1953, there were 20 strikes and lockouts, 5,405 workers involved and a loss of 32,998 days.

For the first three months of 1954 preliminary figures show a total of 43 strikes and lockouts, involving 12,475 workers, with a time loss of 223,184 days. In the same period in 1953 there were 37 strikes and lockouts, 9,063 workers involved and a loss of 87,825 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in March 1954 was 0·02 per cent of the estimated working time; February 1954, 0·06 per cent; March 1953, 0·04 per cent; the first three months of 1954, 0·09 per cent; and the first three months of 1953, 0·03 per cent.

Of the 19 disputes during March 1954, one was settled in favour of the workers, four in favour of the employers, two were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month nine stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

*See Tables G-1 and G-2 at end of book.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics.*)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette,* the number of work stoppages in Great Britain and Northern Ireland beginning in January 1954 was 177 and 10 were still in progress from the previous month, making a total of 187 during the month. In all stoppages of work in progress 51,900 workers were involved and a time loss of 128,000 days caused.

Of the 177 disputes leading to stoppages of work that began in January, 12, directly involving 27,500 workers, arose over demands for advances in wages, and 56, directly involving 7,400 workers, over other wage questions; five, directly involving 1,000 workers, over questions as to working hours; 18, directly involving 2,200 workers, over questions respecting the employment of particular classes or persons; 84, directly involving 8,000 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, over questions of trade union principle.

United States

Preliminary figures for February 1954 show 200 work stoppages resulting from labour-management disputes beginning in the month, in which 50,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 750,000 man-days. Corresponding figures for January 1954 were 250 stoppages involving 80,000 workers and a loss of 1,000,000 days.

Publications Recently Received in Labour Department Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

—	Week ended February 20, 1954			Week ended January 23, 1954		
	Total	Males	Fenales	Total	Males	Females
Total civilian non-institutional population	10,139	5,047	5,092	10,129	5,044	5,085
A. Civilian labour force	5,230	4,046	1,184	5,242	4,056	1,186
Persons at work	4,796	3,665	1,131	4,823	3,680	1,143
35 hours or more	4,442	3,461	981	4,465	3,471	994
Less than 35 hours	354	204	150	358	209	149
Usually work 35 hours or more	160	129	31	172	143	29
(a) laid off for part of the week	*	*	*	11	*	*
(b) on short time	56	45	11	54	42	12
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	28	27	*	42	41	*
(f) illness	31	22	*	28	19	*
(g) industrial dispute	*	*	*	*	*	*
(h) vacation	*	*	*	*	*	*
(i) other	23	18	*	28	25	*
Usually work less than 35 hours	194	75	119	186	66	120
Persons with jobs not at work	122	103	19	139	121	18
Usually work 35 hours or more	117	99	18	135	117	18
(a) laid off for full week	23	22	*	23	21	*
(b) bad weather	*	*	*	24	24	*
(c) illness	57	44	13	55	45	10
(d) industrial dispute	*	*	*	*	*	*
(e) vacation	17	14	*	14	10	*
(f) other	11	10	*	13	11	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work [1]	312	278	34	280	255	25
B. Persons not in the labour force	4,909	1,001	3,908	4,887	988	3,899
(a) permanently unable or too old to work	184	124	60	177	119	58
(b) keeping house	3,394	*	3,390	3,388	*	3,383
(c) going to school	685	357	328	682	359	323
(d) retired or voluntarily idle	626	505	121	617	491	126
(e) other	20	11	*	23	14	*

[1] Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Week ended Feb. 20, 1954			Week ended Jan. 23, 1954		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work	325	303	22	296	269	27
Without jobs	312	292	20	280	257	23
Under 1 month	71	.....	.....	83	.....	.....
1— 3 months	165	.....	.....	151	.....	.....
4— 6 months	59	.....	.....	33	.....	.....
7—12 months	13	.....	.....	*	.....	.....
13—18 months	*	.....	.....	*	.....	.....
19—and over	*	.....	.....	*	.....	.....
Worked	13	11	*	16	12	*
1—14 hours	*	*	*	*	*	*
15—34 hours	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED FEBRUARY 20, 1954

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,230	88	387	1,514	1,930	885	426
Agricultural	769	*	42	203	207	300	16
Non-Agricultural	4,461	87	345	1,311	1,723	585	410
Males	4,046	72	311	1,161	1,453	721	328
Agricultural	750	*	40	201	199	293	16
Non-Agricultural	3,296	71	271	960	1,254	428	312
Females	1,184	16	76	353	477	164	98
Agricultural	19	*	*	*	*	*	*
Non-Agricultural	1,165	16	74	351	469	157	98
All ages	5,230	88	387	1,514	1,930	885	426
14—19 years	493	11	37	182	160	72	31
20—24 years	698	14	48	231	242	116	47
25—44 years	2,445	42	174	709	895	416	209
45—64 years	1,396	19	107	357	547	244	122
65 years and over	198	*	21	35	86	37	17
Persons with Jobs							
All status groups	4,918	83	349	1,400	1,844	852	390
Males	3,768	67	277	1,058	1,379	691	296
Females	1,150	16	72	342	465	161	94
Agricultural	759	*	40	201	204	297	16
Non-Agricultural	4,159	82	309	1,199	1,640	555	374
Paid Workers	3,746	71	262	1,084	1,501	491	337
Males	2,689	56	198	764	1,072	350	249
Females	1,057	15	64	320	429	141	88
Persons Without Jobs and Seeking Work							
Both Sexes	312	*	38	114	86	33	36
Persons not in the Labour Force							
Both Sexes	4,909	152	466	1,343	1,553	945	450
Males	1,001	51	106	247	266	220	111
Females	3,908	101	360	1,096	1,287	725	339

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1953—Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1953—January-February	394	2,109	5,543	1,749	1,074	10,869	3,651
1954—January-February	474	2,964	8,378	1,782	1,316	14,914	5,861

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TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total	4,001	5,317	.....	.....		25,890	.....	.....	.....	5,402	114,786
1952—Total	7,054	6,900	.....	.....		16,971	.....	.....	.....	1,526	85,029
1953—Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1953—January-February	790	503	.....	.....	.....	594	.....	.....	.....	128	5,262
1954—January-February	1,208	615	175	303	1,566	944	66	1,967	1,142	103	8,089

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
[1] 1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	70	270	52	208	178	28	806
1952—Average	76	299	62	230	197	31	895
1953—Average	73	326	70	251	218	33	971
1951—August	72	277	60	214	180	29	832
September	76	282	61	217	182	29	847
October	81	280	60	219	188	30	858
November	83	280	60	223	191	30	867
December	81	286	52	222	188	29	858
1952—January	79	279	49	215	188	29	839
February	80	284	47	216	193	29	849
March	74	290	48	218	193	29	852
April	63	291	53	222	193	30	852
May	69	292	60	227	197	30	875
June	71	292	61	231	200	30	885
July	71	294	70	234	201	31	901
August	78	304	75	234	197	31	919
September	80	312	74	236	198	31	931
October	82	314	77	239	202	32	946
November	83	318	75	242	202	32	952
December	76	322	62	245	205	32	942
1953—January	71	317	58	247*	203	32	928
February	69	322	56	235	207	31	920
March	61	325	57	236	213	32	924
April	61	326	63	253*	213	33	949
May	69	328	72	249	219	32	969
June	75	328	72	253	218	33	979
July	77	325	76	255	219	34	986
August	80	328	81	256	215	33	993
September	81	333	82	258	224	34	1,012
October	78	328	83	259	227	34	1,009
November	77	324	76	258	227	33	995
December	72	330	69	257	228	33	989
1954—January	65	317	56	247	224	32	941

[1] Includes Newfoundland, since 1949. * Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,402,419.

Year and Month	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	95·7	.....	93·3	92·1	104·3	97·8	94·7	93·6	97·2	88·1	97·1
1948—Average	99·7	.....	102·6	99·6	105·2	101·2	98·9	97·2	99·5	93·7	101·3
1949—Average	100·0	.....	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1950—Average	101·5	.....	110·3	95·6	102·6	100·5	102·7	100·8	100·8	104·5	100·8
1951—Average	108·8	111·7	112·6	100·3	109·0	109·2	110·4	103·9	106·0	112·4	106·1
1952—Average	111·6	130·2	123·2	104·0	109·5	113·4	112·0	106·0	111·4	120·8	106·7
1953—Average	113·4	140·9	116·4	101·2	101·4	112·8	114·7	107·2	116·0	128·5	108·4
Feb. 1, 1952	107·4	106·8	116·8	101·3	112·5	109·5	108·4	101·4	101·9	111·9	100·3
Jan. 1, 1953	113·0	132·4	116·7	99·3	107·8	113·8	114·5	106·7	113·5	125·7	106·4
Feb. 1, 1953	110·3	125·3	110·8	101·0	100·6	110·6	113·1	104·0	106·2	121·6	101·0
Mar. 1, 1953	110·0	117·8	103·7	97·9	98·6	109·7	112·9	102·5	105·7	122·7	102·1
Apr. 1, 1953	110·0	122·4	104·0	96·9	96·6	108·3	113·2	102·9	105·7	124·6	104·6
May 1, 1953	110·9	133·6	108·3	97·4	94·8	109·1	113·4	104·8	109·2	123·6	106·5
June 1, 1953	112·4	144·1	118·8	100·7	99·6	111·8	113·7	106·7	115·1	127·7	108·1
July 1, 1953	114·9	154·7	119·6	103·9	100·4	113·7	115·7	109·3	119·7	131·3	111·6
Aug. 1, 1953	115·6	156·6	124·6	104·2	105·4	114·0	115·4	110·5	123·3	135·2	114·2
Sept. 1, 1953	116·6	156·0	124·7	104·0	107·1	115·6	116·5	111·1	123·3	135·6	114·7
Oct. 1, 1953	116·9	157·4	119·8	104·7	102·2	116·2	117·1	110·5	123·9	135·0	114·6
Nov. 1, 1953	115·9	149·8	125·2	103·9	101·9	116·3	116·3	108·7	124·1	132·4	110·2
Dec. 1, 1953	114·1	141·2	121·1	100·2	102·3	114·6	114·8	108·8	122·7	130·1	107·1
Jan. 1, 1954	109·9	125·4	105·8	97·5	99·7	108·7	112·3	104·7	115·9	124·7	103·2
Feb. 1, 1954	107·0	113·8	96·4	95·6	97·8	105·8	110·6	100·9	109·2	118·4	97·7
Percentage Distribution of Employees of Reporting Establishments at February 1, 1954	100·0	1·4	0·2	3·4	2·4	28·4	43·4	5·1	2·3	4·9	8·5

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1947—Average	95·7	80·7	84·2	36.19	97·2	80·4	92·6	36.34
1948—Average	99·7	93·2	93·2	40.06	100·1	92·6	92·5	40.67
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	139·7	126·0	54.13	109·3	140·3	127·6	56.11
1953—Average	113·4	151·5	133·4	57·30	113·3	152·4	134·2	59·01
Feb. 1, 1952	107·4	132·7	123·8	53.19	105·3	132·6	125·9	55.35
Jan. 1, 1953	113·0	141·6	125·3	53.81	111·4	139·1	124·9	54.92
Feb. 1, 1953	110·3	145·6	132·0	56.72	111·9	149·7	133·8	58.82
Mar. 1, 1953	110·0	147·0	133·6	57.40	112·7	151·9	134·8	59.25
Apr. 1, 1953	110·0	146·7	133·4	57.33	112·9	152·6	135·2	59.43
May 1, 1953	110·9	148·2	133·9	57.52	113·1	152·9	135·2	59.43
June 1, 1953	112·4	151·5	134·4	57.72	113·4	154·0	135·2	59.43
July 1, 1953	114·9	154·5	134·0	57.57	114·7	155·0	134·5	59.16
Aug. 1, 1953	115·6	155·3	133·9	57.52	114·4	153·9	134·0	58.93
Sept. 1, 1953	116·6	157·0	134·1	57.61	115·6	155·4	133·8	58.83
Oct. 1, 1953	116·9	158·7	135·3	58.11	115·2	157·1	135·8	59.69
Nov. 1, 1953	115·9	157·4	135·3	58.14	113·1	155·0	136·4	59.98
Dec. 1, 1953	114·1	154·9	135·3	58.13	110·9	152·8	137·1	60.29
Jan. 1, 1954	119·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·0	136·0	58.42	108·1	149·3	137·5	60.47

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

Area and Industries	Index Numbers (1949 = 100)						Average Weekly Wages and Salaries in Dollars		
	Employment			Payrolls					
	Feb. 1 1954	Jan. 1 1954	Feb. 1 1953	Feb. 1 1954	Jan. 1 1954	Feb. 1 1953	Feb. 1 1954	Jan. 1 1954	Feb. 1 1953
(a) Provinces									
Newfoundland	113·8	125·4	125·3	165·5	173·6	173·7	54.61	51.97	52.06
Prince Edward Island	96·4	105·8	110·8	128·2	135·8	145·2	44.81	43.23	44.37
Nova Scotia	95·6	97·5	101·0	126·2	126·2	131·5	49.36	48.41	48.74
New Brunswick	97·8	99·7	100·6	129·5	128·5	129·4	50.12	48.78	49.08
Quebec	105·8	108·7	110·6	144·7	143·0	146·2	56.17	54.03	54.41
Ontario	110·6	112·3	113·1	151·7	148·9	149·6	60.72	58.67	58.91
Manitoba	100·9	104·7	104·0	132·9	134·4	130·8	56.06	54.62	53.74
Saskatchewan	109·2	115·9	106·2	144·8	153·8	134·7	54.92	55.01	52.71
Alberta	118·4	124·7	121·6	159·5	162·1	156·2	59.86	57.77	57.50
British Columbia	97·7	103·2	101·0	134·1	139·5	136·2	62.64	61.67	61.65
CANADA	**107·0**	**109·9**	**110·3**	**146·0**	**145·3**	**145·6**	**58.42**	**56.56**	**56.72**
(b) Metropolitan Areas									
St. John's	106·7	109·6	115·0	141·2	138·6	145·3	42.64	40.76	40.67
Sydney	96·6	97·7	105·8	119·1	124·0	135·0	57.87	59.58	59.88
Halifax	117·3	115·6	118·5	157·4	148·8	152·1	47.77	45.82	45.60
Saint John	108·8	108·9	108·2	143·4	134·9	135·2	47.27	44.42	44.94
Quebec	104·6	107·2	106·4	140·5	138·5	137·1	47.66	45.85	46.14
Sherbrooke	98·9	100·6	108·2	130·6	123·5	142·8	47.61	44.26	47.34
Three Rivers	95·8	98·1	94·5	129·4	125·3	123·1	55.51	52.47	53.59
Drummondville	71·1	70·9	88·5	95·5	94·0	119·9	52.24	51.53	52.71
Montreal	109·7	111·2	112·1	149·2	144·7	146·1	56.78	54.34	54.80
Ottawa—Hull	105·2	109·2	107·8	143·8	142·3	139·4	53.64	51.16	50.86
Peterborough	100·6	101·7	94·1	139·0	139·5	127·5	61.88	61.47	60.67
Oshawa	160·6	155·9	159·2	214·7	201·0	212·7	68.08	65.68	68.14
Niagara Falls	154·1	158·5	157·7	239·6	217·9	237·7	70.94	62.71	68.56
St. Catharines	111·8	112·4	123·7	151·8	148·8	165·8	66.78	65.14	66.37
Toronto	118·9	121·1	117·1	164·2	163·3	155·2	61.14	59.67	59.10
Hamilton	106·2	108·1	111·1	143·0	139·3	145·6	62.44	59.78	61.18
Brantford	80·6	77·8	97·9	106·2	99·0	127·1	57.72	55.74	56.81
Galt	100·2	104·7	108·5	136·5	138·1	147·9	53.59	51.85	53.50
Kitchener	105·3	102·7	106·7	143·9	130·6	143·6	55.59	51.76	54.65
Sudbury	133·7	137·2	131·9	183·3	182·8	173·9	73.38	71.31	70.51
London	109·6	110·9	111·8	147·3	147·1	149·1	54.50	53.84	54.07
Sarnia	116·4	116·9	124·7	172·3	168·2	178·2	71.96	69.94	69.69
Windsor	107·3	108·2	109·0	145·1	137·2	147·8	68.14	63.93	66.33
Sault Ste. Marie	111·4	111·8	134·2	149·7	148·8	174·4	68.49	67.84	66.33
Ft. William—Pt. Arthur	108·6	114·9	112·0	145·6	148·7	146·3	60.37	58.26	59.25
Winnipeg	100·1	101·8	102·5	134·3	133·1	133·1	53.26	51.91	50.89
Regina	111·3	115·7	106·5	150·5	159·5	136·6	51.70	52.70	49.30
Saskatoon	112·6	115·3	110·1	155·2	158·5	141·2	51.42	51.31	47.95
Edmonton	131·3	140·1	136·6	180·2	186·5	187·0	55.92	54.26	55.95
Calgary	122·9	128·6	121·8	164·9	168·8	158·0	56.48	55.22	54.36
Vancouver	98·2	101·9	99·6	133·5	137·0	131·3	59.56	58.91	57.87
Victoria	105·9	112·8	107·8	142·2	147·5	144·6	55.84	54.40	56.55
(c) Industries									
Forestry (chiefly logging)	98·1	108·2	115·7	139·0	161·1	164·2	56.51	59.38	56.30
Mining	105·7	103·6	114·4	145·6	137·2	152·7	70.79	68.04	68.59
Manufacturing	108·1	108·0	111·9	149·4	143·7	149·7	60.47	58.24	58.82
Durable Goods [1]	118·4	118·6	122·6	163·2	157·3	165·5	64.77	62.32	63.39
Non-Durable Goods	99·3	98·9	102·3	135·8	130·3	135·2	56.04	54.02	54.06
Construction	92·0	105·5	101·9	136·4	141·1	144·0	61.34	55.34	59.97
Transportation, storage, communication	105·3	108·2	105·4	135·8	138·4	131·2	61.93	61.40	59.79
Public utility operation	110·0	112·0	106·4	157·9	156·9	144·3	68.61	66.97	64.95
Trade	111·4	119·4	110·8	150·7	159·0	141·2	50.07	49.24	47.22
Finance, insurance and real estate	123·9	123·8	123·2	155·2	154·5	145·7	52.91	52.69	50.26
Service [2]	105·8	106·6	106·3	139·9	139·6	131·6	38.25	37.83	36.16
Industrial composite	107·0	109·9	110·3	146·0	145·3	145·6	58.42	56.56	56.72

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41·6	139·8	58.16	41·3	117·4	48.49
1953—Average	41·3	135·8	56.09	41·6	147·1	61.19	40·9	122·9	50.27
Feb. 1, 1952	41·6	127·1	52.87	41·9	137·5	57.61	41·2	115·7	47.67
*Jan. 1, 1953	38·3	134·0	51.32	38·5	144·5	55.63	38·2	121·8	46.53
Feb. 1, 1953	41·9	134·2	56.23	41·9	145·7	61.05	41·8	120·8	50.49
Mar. 1, 1953	42·1	134·4	56.58	42·4	146·3	62.03	41·7	120·7	50.33
Apr. 1, 1953	42·1	134·9	56.79	42·3	146·7	62.05	41·8	121·3	50.70
May 1, 1953	41·8	135·5	56.64	42·2	146·8	61.95	41·5	122·4	50.80
June 1, 1953	41·7	135·9	56.67	42·1	146·8	61.80	41·3	123·1	50.84
July 1, 1953	41·3	136·2	56.25	41·9	147·0	61.59	40·8	123·5	50·39
Aug. 1, 1953	41·0	136·0	55.76	41·4	147·1	60.90	40·6	123·4	50.10
Sept. 1, 1953	41·0	135·7	55.64	41·3	147·3	60.83	40.8	123·0	50.18
Oct. 1, 1953	41·5	136·6	56.69	41·9	148·5	62.22	41·1	123·7	50.84
Nov. 1, 1953	41·4	137·4	56.88	41.7	148·8	62.05	41.0	124·8	51.17
Dec. 1, 1953	41·2	138·4	57.02	41·7	149·5	62.34	40·7	126·1	51.32
*Jan. 1, 1954	38·5	140·4	54.05	39·1	150·1	58.69	37·8	129·1	48.80
Feb. 1, 1954	40·7	140·4	57.14	40·8	151·4	61.77	40·5	128·0	51.84

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1954	Jan. 1, 1954	Feb. 1, 1953	Feb. 1, 1954	Jan. 1, 1954	Feb. 1, 1953
Newfoundland	43·0	40·1	40·6	142·2	144·4	131·7
Nova Scotia	40·2	38·9	41·2	126·2	125·6	118·3
New Brunswick	41·5	38·5	42·7	126·5	125·9	118·3
Quebec	42·1	39·2	43·6	126·6	127·0	119·9
Ontario	40·3	38·4	41·4	148·0	147·2	142·1
Manitoba	40·5	38·0	40·6	134·7	136·1	129·2
Saskatchewan	40·5	40·0	41·1	142·2	141·7	132·9
Alberta	39·4	38·4	39·8	143·5	143·8	136·6
British Columbia	36·4	36·0	38·4	169·4	168·7	164·6
Montreal	41·1	37·9	42·3	132·9	132·5	126·4
Toronto	40·0	38·6	41·0	147·4	146·1	141·8
Hamilton	39·4	37·2	40·1	159·9	159·0	156·1
Windsor	40·3	37·1	40·9	169·1	166·9	161·3
Winnipeg	40·2	37·7	40·5	133·2	134·5	127·8
Vancouver	36·3	35·3	37·9	164·2	163·4	160·4

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1954	Jan. 1 1954	Feb. 1 1953	Feb. 1 1954	Jan. 1 1954	Feb. 1 1953	Feb. 1 1954	Jan. 1 1954	Feb. 1 1953
	no.	no.	no.	c	c	c	$	$	$
Mining	42·5	40·5	43·0	158·1	158·3	153·3	67.19	64.11	65.92
Metal mining	44·5	42·1	44·6	160·5	162·3	153·7	71.42	68.33	68.55
Gold	46·1	43·1	46·6	133·2	134·1	131·8	61.41	57.80	61.42
Other metal	43·7	41·7	43·2	176·6	176·0	168·6	77.17	73.39	72.84
Fuels	39·3	38·4	40·2	157·4	156·3	156·0	61.86	60.02	62.71
Coal	37·7	36·9	39·0	152·6	151·7	153·3	57.53	55.98	59.79
Oil and natural gas	45·2	43·8	45·5	172·5	170·6	165·8	77.97	74.72	75.44
Non-metal	41·6	38·8	42·4	148·7	146·7	144·7	61.86	56.92	61.35
Manufacturing	40·7	38·5	41·9	140·4	140·4	134·2	57.14	54.05	56.23
Food and beverages	40·8	38·7	41·4	121·7	122·7	114·7	49.65	47.48	47.49
Meat products	39·6	39·4	40·1	148·9	149·1	142·9	58.96	58.75	57.30
Canned and preserved fruits and vegetables	40·0	34·2	39·5	107·8	106·1	104·5	43.12	36.29	41.28
Grain mill products	41·4	39·3	41·6	134·4	131·6	123·8	55.64	51.72	51.50
Bread and other bakery products	42·7	43·0	43·6	108·7	107·8	101·5	46.41	46.35	44.25
Distilled and malt liquors	38·9	39·4	40·9	153·9	153·4	139·6	59.87	60.44	57.10
Tobacco and tobacco products	40·1	37·0	40·8	121·1	128·8	116·2	48.56	47.66	47.41
Rubber products	40·8	36·4	42·1	147·0	145·8	142·9	59.98	53.07	60.16
Leather products	40·4	35·9	42·4	98·6	99·0	94·4	39.83	35.54	40.03
Boots and shoes (except rubber)	40·1	34·4	42·3	94·3	94·9	90·7	37.81	32.65	38.37
Textile products (except clothing)	40·6	37·1	43·2	109·9	109·2	107·1	44.62	40.51	46.27
Cotton yarn and broad woven goods	37·6	33·4	41·0	110·6	111·1	109·8	41.59	37.11	45.02
Woollen goods	41·3	37·9	44·8	104·8	103·6	102·3	43.28	39.26	45.83
Synthetic textiles and silk	44·3	40·1	46·4	113·6	113·2	108·0	50.32	45.39	50.11
Clothing (textile and fur)	37·5	32·0	39·9	98·4	98·2	93·8	36.90	31.42	37.43
Men's clothing	37·6	31·7	39·7	96·9	97·1	91·7	36.43	30.78	36.40
Women's clothing	36·4	29·6	37·5	103·8	102·6	99·5	37.78	30.37	37.31
Knit goods	37·8	34·3	41·3	98·6	97·8	94·2	37.27	33.55	38.90
*Wood products	40·5	38·0	42·3	122·7	124·0	120·0	49.69	47.12	50.76
Saw and planing mills	39·0	36·9	41·4	131·4	134·1	129·8	51.25	49.48	53.74
Furniture	42·6	39·4	43·5	113·0	111·9	107·5	48.14	44.09	46.76
Other wood products	42·9	40·2	43·9	106·3	106·9	102·1	45.60	42.97	44.82
Paper products	43·0	41·4	44·1	158·3	157·8	149·0	68.07	65.33	65.71
Pulp and paper mills	43·7	42·3	44·7	169·9	169·6	159·3	74.25	71.74	71.21
Other paper products	41·2	38·8	42·4	123·3	121·4	117·7	50.80	47.10	49.90
Printing, publishing and allied industries	39·8	39·1	39·5	162·2	160·8	154·0	64.56	62.87	60.83
*Iron and steel products	40·4	38·9	41·9	156·2	155·3	150·8	63.10	60.41	63.19
Agricultural implements	39·1	38·3	39·3	166·7	164·5	161·4	65.18	63.00	63.43
Fabricated and structural steel	39·3	37·7	42·2	163·6	162·1	157·5	64.29	61·11	66.47
Hardware and tools	40·5	40·2	43·2	141·6	141·2	135·6	57.35	56.76	58.58
Heating and cooking appliances	39·2	37·4	42·3	136·8	135·9	130·8	53.63	50.83	55.33
Iron castings	40·3	37·8	43·0	155·4	153·9	148·1	62.63	58.17	63.68
Machinery manufacturing	41·9	39·7	43·3	151·0	149·2	142·1	63.27	59.23	61.53
Primary iron and steel	39·4	39·9	40·6	170·6	171·2	169·1	67.22	68.31	68.65
Sheet metal products	40·2	37·8	41·1	146·9	144·8	140·0	59.05	54.73	57.54
*Transportation equipment	41·1	39·4	41·8	161·1	158·4	155·6	66.21	62.41	65.04
Aircraft and parts	44·0	41·1	45·4	165·1	161·7	157·4	72.64	66.46	71.46
Motor vehicles	41·5	38·6	41·6	171·4	169·5	165·8	71.13	65.43	68.97
Motor vehicle parts and accessories	39·4	37·7	41·6	161·7	159·1	154·9	63.71	59.98	64.44
Railroad and rolling stock equipment	39·1	38·7	39·0	159·5	157·4	156·9	62.36	60.91	61.19
Shipbuilding and repairing	41·1	40·2	42·2	147·5	145·6	143·3	60.62	58.53	60.47
*Non-ferrous metal products	41·0	40·1	41·5	158·4	158·5	149·0	64.94	63.56	61.84
Aluminum products	40·8	38·8	42·7	148·2	146·4	139·3	60.47	56.80	59.48
Brass and copper products	41·2	39·1	41·7	147·1	145·1	138·8	60.61	56.73	57.88
Smelting and refining	41·0	41·2	41·3	172·3	173·3	162·5	70.64	71.40	67.11
*Electrical apparatus and supplies	40·2	38·6	41·3	148·8	145·6	141·1	59.82	56.20	58.27
Heavy electrical machinery and equipment	40·1	39·8	42·2	164·8	161·7	157·6	66.08	64.36	66.51
*Non-metallic mineral products	43·2	40·7	44·1	139·8	138·7	133·0	60.39	56.45	58.65
Clay products	44·4	42·1	44·0	130·9	130·7	123·2	58.12	55.02	54.21
Glass and glass products	43·6	40·8	46·4	137·5	134·5	129·7	59.95	54.88	60.18
Products of petroleum and coal	41·2	41·0	40·6	183·5	185·0	177·6	75.60	75.85	72.11
Chemical products	41·6	41·2	42·0	141·8	141·1	136·4	58.99	58.13	57.29
Medicinal and pharmaceutical preparations	41·1	40·9	41·5	118·3	116·1	112·2	48.62	47.48	46.56
Acids, alkalis and salts	42·1	41·4	42.3	160·8	160·4	154·8	67.70	66.41	65.35
Miscellaneous manufacturing industries	41·0	39·6	41·4	115·2	115·4	108·1	47.23	45.70	44.75
*Durable goods	40·8	39·1	41·9	151·4	150·1	145·7	61.77	58.69	61.05
Non-durable goods	40·5	37·8	41·8	128·0	129·1	120·8	51.84	48.80	50.49
Construction	39·7	35·1	41·6r	151·5	148·2	142·3r	60.15	52.02	59.20r
Buildings and structures	38·5	33·7	40·6	165·1	163·3	153·9	63.56	55.03	62.48
Highways, bridges and streets	41·2	37·2	42·3r	120·3	116·1	111·6r	49.56	43.19	47.21r
Electric and motor transportation	46·0	44·4	45·6	139·0	138·0	132·5	63.94	61.27	60.42
Service	41·0	40·6	42·4	82·0	82·0	76·5	33.62	33.29	32.44
Hotels and restaurants	41·7	41·5	43·4	82·4	82·2	76·1	34.36	34.11	33.03
Laundries and dry cleaning plants	40·4	39·6	41·3	77·0	77·2	73·9	31.11	30.57	30.52

* Durable manufactured goods industries. r—Revised.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.74	73·7	75·0	98·3
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Week Preceding:						
February 1, 1953	41·9	134·2	56.23	134·8	115·5	116·7
March 1, 1953	42·1	134·4	56.58	135·7	114·8	118·2
April 1, 1953	42·1	134·9	56.79	136·2	114·6	118·8
May 1, 1953	41·8	135·5	56.64	135·8	114·4	118·7
June 1, 1953	41·7	135·9	56.67	135·9	114·9	118·3
July 1, 1953	41·3	136·2	56.25	134·9	115·4	116·9
August 1, 1953	41·0	136·0	55.76	133·7	115·7	115·6
September 1, 1953	41·0	135·7	55.64	133·4	116·2	114·8
October 1, 1953	41·5	136·6	56.69	135·9	116·7	116·5
November 1, 1953	41·4	137·4	56.88	136·4	116·2	117·4
December 1, 1953	41·2	138·4	57.02	136·7	115·8	118·0
January 1, 1954	41·0*	140·4	57.56	138·0	115·7	119·3
February 1, 1954 (1)	40·7	140·4	57.14	137·0	115·7	118·4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are: January 1, 1954, 38·5 hours $54.05.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1948	20,475	17,800	38,275	150,032	43,767	193,799
April 1, 1949	14,444	16,816	31,260	195,559	50,961	246,520
April 1, 1950	11,967	12,032	23,999	349,098	79,193	428,291
April 1, 1951	27,054	14,324	41,378	228,942	61,334	290,276
April 1, 1952	18,252	13,100	31,352	304,941	80,067	385,008
April 1, 1953	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953	19,382	17,772	37,154	111,524	52,357	163,881
September 1, 1953	24,203	10,321	44,524	113,191	48,634	161,825
October 1, 1953	24,025	17,806	41,831	117,827	53,453	171,280
November 1, 1953	15,282	13,058	28,340	144,520	60,997	205,517
December 1, 1953	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954 (1)	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954 (1)	11,434	12,293	23,727	466,120	101,933	568,053

* Current vacancies only. Deferred vacancies are excluded.
(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 27, 1954 [1]

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from January 31, 1954	Change from February 28, 1953
Agriculture, Fishing, Trapping	**529**	**175**	**704**	+ **350**	+ **2**
Forestry	**771**	**9**	**780**	− **441**	+ **190**
Mining, Quarrying and Oil Wells	**224**	**36**	**260**	− **131**	− **367**
Metal Mining	112	13	125	− 78	− 213
Fuels	54	9	63	− 28	− 133
Non-Metal Mining	8	2	10	0	+ 1
Quarrying, Clay and Sand Pits	8	2	10	+ 8	+ 8
Prospecting	42	10	52	− 33	− 30
Manufacturing	**2,309**	**2,211**	**4,520**	− **185**	− **5,342**
Foods and Beverages	152	84	236	− 60	− 449
Tobacco nd Tobacco Products	5	16	21	+ 12	− 24
Rubber Products	42	21	63	− 4	− 6
Leather Products	47	146	193	− 53	− 193
Textile Products (except clothing)	46	114	160	− 9	− 194
Clothing (textile and fur)	146	1,080	1,226	+ 61	− 1,301
Wood Products	236	59	295	+ 47	− 189
Paper Products	81	57	138	+ 19	− 118
Printing, Publishing and Allied Industries	113	94	207	− 44	− 74
Iron and Steel Products	377	109	486	+ 39	− 539
Transportation Equipment	347	71	418	− 181	− 1,790
Non-Ferrous Metal Products	94	50	144	− 10	− 157
Electrical Apparatus and Supplies	279	103	382	+ 67	− 115
Non-Metallic Mineral Products	57	19	76	+ 5	− 32
Products of Petroleum and Coal	66	10	76	+ 32	+ 4
Chemical Products	156	84	240	− 146	− 62
Miscellaneous Manufacturing Industries	65	94	159	+ 40	− 103
Construction	**798**	**58**	**856**	+ **338**	− **494**
General Contractors	574	35	609	+ 278	− 334
Special Trade Contractors	224	23	247	+ 60	− 160
Transportation, Storage and Communication	**642**	**217**	**859**	− **40**	− **124**
Transportation	552	75	627	0	− 58
Storage	15	9	24	− 29	− 44
Communication	75	133	208	− 11	− 22
Public Utility Operation	**52**	**27**	**79**	− **15**	− **170**
Trade	**1,588**	**1,644**	**3,232**	+ **395**	− **1,222**
Wholesale	583	397	980	+ 110	− 356
Retail	1,005	1,247	2,252	+ 285	− 866
Finance, Insurance and Real Estate	**774**	**732**	**1,506**	+ **88**	− **210**
Service	**1,508**	**5,019**	**6,527**	+ **377**	− **1,643**
Community or Public Service	199	850	1,049	+ 112	− 90
Government Service	723	609	1,332	− 49	− 114
Recreation Service	40	78	118	− 26	− 15
Business Service	279	294	573	+ 3	− 285
Personal Service	267	3,188	3,455	+ 337	− 1,109
Grand Total	**9,195**	**10,128**	**19,323**	+ **736**	− **9,380**

[1] Preliminary—Subject to revision.
Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT FEBRUARY 25, 1954 [1]

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies[2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,274	626	1,900	6,399	1,179	7,578
Clerical workers	1,046	3,191	4,237	13,891	21,825	35,716
Sales workers	1,377	765	2,142	6,215	13,427	19,642
Personal and domestic workers	407	3,710	4,117	36,565	19,397	55,962
Seamen	2	.....	2	3,591	8	3,599
Agriculture and fishing	667	12	679	4,214	1,033	5,247
Skilled and semiskilled workers	3,299	1,556	4,855	220,001	25,970	245,971
Food and kindred products (inc. tobacco)	34	17	51	2,513	708	3,221
Textiles, clothing, etc.	102	1,180	1,282	5,876	17,263	23,139
Lumber and wood products	626	6	632	31,557	229	31,786
Pulp, paper (inc. printing)	50	16	66	1,292	503	1,795
Leather and leather products	39	91	130	1,773	1,205	2,978
Stone, clay and glass products	16	.....	16	643	69	712
Metalworking	399	22	421	17,950	1,231	19,181
Electrical	118	26	144	2,606	1,078	3,684
Transportation equipment	26	.....	26	649	76	725
Mining	50	.....	50	2,708	.....	2,708
Construction	420	.....	420	72,293	7	72,300
Transportation (except seamen)	484	12	496	35,845	105	35,950
Communications and public utility	57	.....	57	1,309	7	1,316
Trade and service	101	127	228	4,125	1,919	6,044
Other skilled and semiskilled	671	51	722	27,172	1,172	28,344
Foremen	43	7	50	5,331	384	5,715
Apprentices	63	1	64	6,359	14	6,373
Unskilled workers	942	316	1,258	166,153	22,783	188,936
Food and tobacco	25	51	76	6,995	6,613	13,608
Lumber and lumber products	167	1	168	21,847	488	22,335
Metalworking	38	7	45	10,668	735	11,403
Construction	303	.....	303	84,222	6	84,228
Other unskilled workers	409	257	666	42,421	14,941	57,362
Grand Total	**9,014**	**10,175**	**19,190**	**457,029**	**105,622**	**562,651**

[1] Preliminary—subject to revision.
[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 1954; LIVE APPLICATIONS AT APRIL 1, 1954

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at April 1 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**113**	**200**	**149**	**6**	**18,511**	**4,417**	**194**	**133**	**11**	**6**	**20,001**	**20,738**
Corner Brook	.....	79	3	.....	3,473	1,080	79	67	5	.....	3,923	4,411
Grand Falls	.....	19	15	.....	1,318	302	17	4	.....	.....	1,418	1,742
St. John's	113	102	131	6	13,720	3,035	98	62	6	6	14,660	14,585
Prince Edward Island	**130**	**331**	**80**	.....	**3,924**	**1,181**	**379**	**181**	**149**	**3**	**4,273**	**4,033**
Charlottetown	82	224	58	.....	2,482	665	249	130	78	2	2,672	2,532
Summerside	48	107	22	.....	1,442	516	120	51	71	1	1,601	1,501
Nova Scotia	**883**	**2,503**	**814**	**6**	**23,959**	**8,755**	**2,859**	**1,128**	**1,092**	**20**	**25,732**	**26,009**
Amherst	2	93	2	.....	915	297	117	89	3	2	906	1,073
Bridgewater	43	40	35	.....	1,264	295	32	18	5	.....	1,250	1,342
Halifax	670	1,256	637	1	4,920	2,902	1,492	458	611	14	5,258	4,704
Inverness	1	12	.....	.....	812	160	12	12	.....	.....	928	990
Kentville	46	93	63	.....	2,631	703	94	57	4	.....	3,031	3,067
Liverpool	8	13	8	.....	617	134	11	6	.....	.....	655	634
New Glasgow	56	257	16	5	2,959	1,234	295	114	170	.....	3,298	3,555
Springhill	6	46	3	.....	682	149	42	35	6	1	634	815
Sydney	19	544	18	.....	5,503	1,854	624	280	251	3	5,798	5,891
Truro	17	109	17	.....	1,237	545	99	43	40	.....	1,287	1,495
Yarmouth—Shelburne	15	40	15	.....	2,419	482	41	16	2	.....	2,687	2,443
New Brunswick	**989**	**2,981**	**971**	**36**	**28,392**	**10,107**	**3,000**	**1,408**	**1,172**	**14**	**30,119**	**31,038**
Bathurst	50	48	26	.....	3,986	978	48	26	6	1	4,368	4,385
Campbellton	85	39	65	.....	1,851	652	31	19	7	2	2,076	2,660
Edmundston	5	145	4	.....	2,136	1,078	132	61	62	3	2,521	2,379
Fredericton	68	614	174	11	2,630	787	484	422	31	.....	2,698	2,964
Minto	12	45	7	.....	995	511	65	40	10	.....	930	1,061
Moncton	446	1,191	316	23	7,142	2,976	1,268	271	870	1	7,475	7,192
Newcastle	1	92	21	.....	2,236	736	141	23	43	3	2,474	2,667
Saint John	227	662	276	2	3,548	1,451	668	482	77	4	3,657	3,625
St. Stephen	82	87	71	.....	2,150	477	112	42	54	.....	2,143	1,897
Sussex	11	37	6	.....	448	124	30	19	5	.....	457	557
Woodstock	2	21	5	.....	1,270	337	21	3	7	.....	1,320	1,651
Quebec	**6,263**	**17,959**	**6,058**	**228**	**178,209**	**71,342**	**19,544**	**10,327**	**3,505**	**228**	**194,815**	**199,584**
Asbestos	77	76	26	24	693	287	79	64	13	.....	772	817
Beauharnois	9	50	2	1	1,136	285	65	47	4	.....	1,134	1,099
Buckingham	6	56	5	1	1,203	547	68	34	12	.....	1,404	1,704
Causapscal	1	160	2	.....	1,815	920	150	140	.....	5	2,342	3,199

Chandler	16	33	8	.....	2,088	477	31	17	8	.....	2,292	2,262
Chicoutimi	129	327	158	11	2,006	1,348	420	191	17	15	2,501	2,517
Dolbeau	26	158	11	.....	1,293	774	104	48	3	9	1,824	2,381
Drummondville	33	164	42	1	3,170	739	208	101	23	8	3,293	3,149
Farnham	28	48	32	.....	828	323	50	28	2	1	989	1,055
Forestville	30	56	8	22	879	882	27	26	.....	.....	1,639	2,129
Gaspe	16	2	1	.....	1,504	419	7	1	.....	1	1,686	1,756
Granby	18	236	21	2	2,143	568	281	211	19	1	1,969	1,812
Hull	19	176	54	2	3,757	1,165	164	100	12	4	3,884	4,160
Joliette	61	134	29	3	3,401	1,686	166	78	21	.....	4,105	3,830
Jonquiere	39	260	54	14	2,530	1,030	432	155	32	26	2,817	2,641
Lachute	9	50	7	2	895	255	53	44	2	2	958	924
La Malbaie	.....	18	1	.....	1,744	989	17	15	2	.....	2,609	2,883
La Tuque	83	122	8	33	786	355	82	69	14	1	794	946
Levis	93	153	80	1	4,075	1,354	171	128	10	1	4,507	4,526
Louiseville	16	75	15	1	1,046	542	75	31	28	1	1,339	1,495
Maniwaki	4	27	2	.....	918	394	46	26	1	.....	1,160	1,663
Matane	55	55	7	.....	1,998	1,563	77	32	.....	1	3,230	3,939
Megantic	24	72	2	.....	1,162	428	90	69	1	7	1,269	1,534
Mont-Laurier	8	18	6	.....	763	620	15	9	.....	.....	1,206	1,821
Montmagny	39	22	11	.....	1,813	640	36	11	1	1	1,916	2,308
Montreal	3,577	10,220	3,732	.....	61,212	25,964	10,248	5,256	2,535	47	63,693	59,051
New Richmond	4	59	3	.....	1,667	499	71	6	34	.....	1,897	2,000
Port Alfred	21	115	2	22	936	613	92	81	1	4	1,224	1,657
Quebec	548	1,004	481	1	15,200	5,041	1,724	669	116	5	15,253	14,856
Rimouski	59	46	18	1	3,872	1,790	67	27	.....	13	4,695	5,202
Riviere du Loup	88	344	167	.....	3,986	1,895	252	73	169	4	5,098	6,217
Roberval	79	41	18	17	911	512	61	23	1	.....	1,224	1,589
Rouyn	41	147	75	.....	2,335	991	151	68	4	1	2,855	3,721
Ste. Agathe	12	56	8	5	1,058	491	63	40	6	.....	1,336	1,629
Ste. Anne de Bellevue	20	114	14	.....	1,366	373	114	90	17	.....	1,356	1,142
Ste. Therese	27	88	25	6	2,044	531	95	51	9	3	1,956	1,809
St. Georges Est	301	424	234	.....	1,873	1,674	537	466	1	1	2,614	3,624
St. Hyacinthe	111	169	128	.....	2,706	818	186	110	31	2	2,763	2,534
St. Jean	63	177	63	.....	2,131	636	245	107	24	1	2,160	2,063
St. Jerome	24	196	49	3	2,074	653	195	128	20	1	2,045	1,979
St. Joseph d'Alma	40	91	8	.....	2,410	996	101	83	11	.....	2,930	3,079
Sept Iles	10	164	13	12	1,153	353	152	146	.....	.....	1,299	1,540
Shawinigan Falls	7	126	16	.....	4,630	1,912	164	101	10	13	5,365	5,820
Sherbrooke	108	681	144	11	5,629	1,823	693	405	117	12	5,537	5,497
Sorel	32	147	20	21	2,513	443	145	111	.....	.....	2,404	2,253
Thetford Mines	21	133	27	.....	1,784	524	159	94	8	4	1,850	1,816
Three Rivers	125	408	111	.....	6,304	1,893	640	223	140	32	6,523	6,296
Val d'Or	45	157	21	.....	1,768	780	175	94	6	.....	1,937	2,695
Valleyfield	31	201	29	.....	2,514	646	241	172	9	1	2,465	2,382
Victoriaville	30	103	60	11	2,487	901	59	28	11	.....	2,697	2,583
Ontario	**7,482**	**22,463**	**8,755**	**248**	**156,831**	**72,904**	**24,622**	**12,178**	**3,841**	**331**	**161,310**	**164,645**
Arnprior	9	79	19	2	421	140	88	66	1	.....	469	469
Barrie	96	307	116	8	1,544	618	419	196	22	.....	1,488	1,521
Belleville	28	118	32	5	1,669	596	101	66	23	.....	1,722	1,766
Bracebridge	47	138	56	.....	1,060	502	180	106	17	.....	1,271	1,459
Brampton	19	110	15	12	555	308	113	75	21	.....	616	617
Brantford	61	412	90	1	3,185	1,210	483	305	34	4	2,708	2,710
Brockville	14	197	35	.....	524	317	205	109	58	15	505	441
Carleton Place	.....	43	.....	.....	778	73	58	36	7	.....	757	739
Chatham	60	147	61	1	2,186	751	158	84	24	2	2,285	2,445
Cobourg	9	146	13	1	654	187	186	127	13	.....	651	564

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 1954; LIVE APPLICATIONS AT APRIL 1, 1954

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at April 1, 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Con.												
Collingwood	25	112	23	1	851	233	117	95	10	.....	880	822
Cornwall	77	543	79	2	3,610	1,003	539	228	277	1	3,585	3,174
Fort Erie	12	21	10	.....	632	229	37	16	.....	.....	716	656
Fort Frances	13	41	24	1	359	139	35	15	4	4	386	581
Fort William	91	286	89	17	2,776	1,120	302	198	31	6	3,032	3,520
Galt	43	147	51	1	1,511	599	172	99	19	19	1,439	1,460
Gananoque	6	45	4	.....	409	97	51	34	10	.....	380	310
Goderich	12	47	25	.....	611	194	50	18	3	.....	617	558
Guleph	92	193	94	15	1,622	689	232	81	57	.....	1,753	1,697
Hamilton	358	1,050	356	3	12,759	5,803	1,488	463	381	3	12,728	12,775
Hawkesbury	17	43	27	4	985	263	32	18	.....	2	1,018	951
Ingersoll	20	95	22	.....	642	318	107	68	17	2	717	905
Kapuskasing	100	59	54	.....	733	413	106	94	.....	6	967	1,743
Kenora	20	26	17	.....	615	199	32	24	.....	.....	676	734
Kingston	86	474	127	7	1,870	833	555	364	29	.....	1,737	1,657
Kirkland Lake	18	91	19	.....	1,281	426	107	57	21	9	1,408	1,490
Kitchener—Waterloo	165	247	137	1	2,907	940	357	174	32	8	3,036	2,613
Leamington	20	65	23	.....	966	292	115	42	7	1	730	910
Lindsay	26	32	21	.....	901	280	25	1	10	.....	929	919
Listowel	8	23	11	.....	484	139	21	16	.....	.....	513	498
London	444	950	431	4	4,122	2,857	1,131	457	225	5	4,332	4,258
Midland	10	120	23	.....	1,365	403	130	92	5	2	1,412	1,273
Napanee	7	19	10	2	832	191	24	13	.....	.....	820	760
New Toronto	117	326	80	31	2,136	1,299	452	159	30	13	2,212	1,921
Niagara Falls	22	365	33	6	1,868	1,187	335	294	29	1	2,216	2,092
North Bay	77	308	28	.....	1,732	963	339	102	190	2	1,938	2,439
Oakville	316	135	112	8	409	555	212	98	11	1	521	635
Orillia	21	179	30	2	1,172	398	292	117	44	2	1,176	1,048
Oshawa	56	452	80	2	3,552	1,981	474	302	62	.....	3,711	3,632
Ottawa	658	1,620	1,027	1	4,812	3,043	1,521	657	297	5	5,379	4,964
Owen Sound	85	190	87	1	2,446	423	283	150	13	.....	2,286	2,120
Parry Sound	.....	74	.....	.....	592	184	65	54	9	.....	605	633
Pembroke	61	292	69	1	1,419	920	314	119	132	.....	1,642	2,058
Perth	12	86	25	.....	715	225	91	22	47	.....	703	660
Peterborough	36	274	29	1	2,602	1,066	317	239	7	.....	2,683	2,796
Picton	6	18	9	.....	680	104	29	11	.....	.....	637	553
Port Arthur	85	322	95	9	3,515	2,023	340	216	25	14	4,442	5,801
Port Colborne	24	51	21	12	927	265	34	24	4	.....	964	833
Prescott	4	143	29	10	871	259	125	46	62	1	969	840
Renfrew	2	83	7	.....	1,071	200	92	67	10	2	914	878
St. Catharines	127	490	135	1	3,779	1,835	552	316	43	1	3,739	3,823
St. Thomas	57	267	60	.....	943	562	376	214	14	1	948	1,042

Sarnia	79	128	50	5	2,461	861	208	76	16	1	2,549	2,414
Sault Ste. Marie	111	216	93	1	3,294	1,252	300	122	53	.....	3,732	4,087
Simcoe	11	117	30	3	1,227	507	179	71	6	.....	1,253	1,342
Sioux Lookout	11	46	6	.....	224	141	40	31	7	.....	271	366
Smiths Falls	7	130	12	1	571	256	142	24	97	2	564	491
Stratford	23	162	34	1	985	479	247	85	44	3	1,013	1,116
Sturgeon Falls	6	169	2	.....	1,094	531	187	27	121	5	1,300	1,654
Sudbury	182	489	161	2	3,907	1,803	587	341	75	.....	4,184	5,540
Timmins	79	270	66	5	2,098	862	287	188	30	3	2,171	2,793
Toronto	2,963	6,685	3,931	15	36,443	19,753	5,281	2,956	837	161	36,292	34,543
Trenton	32	148	38	1	1,296	585	174	112	3	3	1,208	1,110
Walkerton	25	67	23	.....	694	373	183	57	1	.....	753	774
Wallaceburg	11	79	1	.....	742	370	97	66	13	1	815	789
Welland	22	79	15	1	3,109	1,010	108	52	20	8	3,173	3,155
Weston	45	348	87	40	1,171	643	351	228	4	8	1,075	1,320
Windsor	77	1,089	108	.....	6,043	3,268	1,059	598	118	3	6,187	6,493
Woodstock	19	140	28	.....	812	356	148	100	9	1	802	895
Manitoba	**1,574**	**4,633**	**1,670**	**12**	**28,516**	**12,136**	**4,851**	**1,795**	**1,612**	**32**	**28,568**	**24,133**
Brandon	143	408	190	3	1,998	862	334	229	34	3	2,023	2,014
Dauphin	11	75	15	.....	1,248	322	79	51	14	5	1,254	1,153
Flin Flon	26	60	16	.....	260	146	55	33	3	.....	237	257
Portage la Prairie	49	100	40	1	1,225	319	95	77	3	.....	1,299	1,106
The Pas	26	32	24	4	178	57	19	16	.....	.....	166	123
Winnipeg	1,319	3,958	1,385	4	23,607	10,430	4,269	1,389	1,558	24	23,589	19,480
Saskatchewan	**1,137**	**2,754**	**1,458**	**38**	**16,885**	**6,483**	**3,064**	**1,479**	**410**	**26**	**17,093**	**14,659**
Estevan	18	81	25	2	370	188	116	58	8	4	416	365
Moose Jaw	147	258	177	3	1,565	637	225	138	25	3	1,607	1,529
North Battleford	32	76	50	4	1,390	343	55	50	.....	.....	1,495	1,279
Prince Albert	45	248	56	.....	1,934	654	265	205	20	.....	1,857	1,776
Regina	363	1,065	476	18	3,569	1,894	937	514	198	5	3,465	2,956
Saskatoon	364	621	438	4	4,566	1,725	1,100	302	101	12	4,727	3,398
Swift Current	62	170	92	2	1,014	308	144	114	9	.....	998	949
Weyburn	59	77	64	3	424	178	81	44	11	.....	452	394
Yorkton	47	158	80	2	2,053	556	141	54	38	2	2,076	2,013
Alberta	**1,990**	**5,481**	**3,006**	**104**	**28,025**	**13,587**	**6,088**	**2,469**	**752**	**115**	**28,387**	**26,610**
Blairmore	26	31	2	.....	426	226	33	32	.....	.....	563	531
Calgary	664	1,926	966	2	8,538	4,412	2,090	825	397	21	8,395	7,963
Drumheller	13	93	16	6	335	257	77	72	.....	.....	449	668
Edmonton	1,078	2,480	1,552	3	12,824	6,596	3,232	1,161	304	90	13,246	11,797
Edson	53	253	109	80	251	355	147	91	.....	.....	280	401
Lethbridge	70	307	185	2	3,257	848	183	95	27	1	3,157	3,005
Medicine Hat	25	194	60	3	1,290	436	212	118	9	.....	1,138	1,099
Red Deer	40	165	83	4	1,019	423	106	72	10	3	1,073	1,071
Yellowknife	21	32	33	4	85	34	8	3	5	.....	86	75

TABLE D-1.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES FEBRUARY 1954; LIVE APPLICATIONS AT APRIL 1, 1954

Office	[1]Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C. 757 [2] Live Applications at April 1, 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**1,425**	**6,854**	**1,919**	**55**	**76,082**	**25,805**	**7,928**	**4,054**	**953**	**36**	**69,514**	**56,604**
Chilliwack	29	134	53	.....	2,299	486	157	77	20	.....	2,239	1,650
Courtenay	16	163	141	2	2,308	388	36	27	6	.....	2,057	1,341
Cranbrook	5	32	3	3	1,349	441	35	27	3	.....	1,400	1,317
Dawson Creek	21	155	12	5	438	235	158	152	.....	.....	432	465
Duncan	18	404	30	9	1,679	408	400	329	32	9	1,301	602
Kamloops	28	193	43	.....	1,261	571	217	171	.....	.....	1,145	1,049
Kelowna	6	133	4	.....	1,645	453	134	24	107	.....	1,548	1,355
Mission City	20	126	11	.....	2,028	419	157	121	10	1	1,851	1,292
Nanaimo	44	279	48	1	3,009	361	289	247	14	9	2,676	1,563
Nelson	9	51	6	.....	1,875	532	56	38	7	.....	2,077	1,816
New Westminster	95	710	125	3	9,613	2,930	800	564	54	5	7,699	6,100
Penticton	5	167	12	1	1,842	391	179	78	77	.....	1,721	1,376
Port Alberni	13	94	10	.....	1,219	295	121	72	13	.....	739	369
Prince George	27	285	71	3	1,604	1,155	375	213	14	.....	1,624	1,993
Prince Rupert	18	63	31	2	1,590	451	58	30	4	.....	1,612	1,162
Princeton	.....	24	.....	.....	476	178	25	21	3	.....	492	371
Trail	7	92	13	.....	1,585	515	103	55	19	.....	1,739	1,617
Vancouver	912	2,937	1,085	3	32,814	13,161	3,816	1,357	462	10	30,331	25,370
Vernon	12	99	16	.....	2,404	569	92	80	4	1	2,370	1,843
Victoria	106	544	141	9	4,640	1,695	590	257	104	1	4,055	3,468
Whitehorse	34	169	64	14	404	171	130	114	.....	.....	406	485
Canada	**21,986**	**66,159**	**24,880**	**733**	**559,334**	**226,717**	**72,519**	**35,152**	**13,497**	**811**	**579,812**	**568,053**
Males	12,074	39,920	14,314	663	452,868	168,323	42,515	22,053	7,883	715	470,761	466,120
Females	9,912	26,239	10,566	70	106,466	58,394	30,004	13,099	5,614	96	109,051	101,933

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1944—1954

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953	1,980,918	754,358	2,735,276	661,167	332,239	993,406
1954 (2 months)	391,777	130,787	522,564	61,771	38,637	100,408

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of February 1954			
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
Newfoundland	11,726	4,611	245,488	(300)	871,157
Prince Edward Island	2,841	885	61,282	(199)	183,685
Nova Scotia	17,135	8,406	375,565	(4,120)	1,209,402
New Brunswick	15,893	6,153	355,869	(1,853)	1,142,555
Quebec	115,917	55,205	2,839,336	(26,139)	8,880,700
Ontario	103,466	47,106	2,367,272	(22,506)	7,454,724
Manitoba	19,127	7,025	398,432	(4,145)	1,227,543
Saskatchewan	10,539	4,408	234,623	(1,797)	739,347
Alberta	17,902	8,664	409,016	(3,784)	1,330,293
British Columbia	45,451	25,799	1,105,107	(20,477)	3,636,025
Total, Canada, Feb. 1954	359,997	168,262	8,391,990	(85,320)	26,675,431
Total, Canada, Jan. 1954	351,173	197,702	7,563,898	(58,749)	23,947,213
Total, Canada, Feb. 1953	249,889	121,507	5,918,651	(—)	18,505,590

* Week containing last day of the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT FEBRUARY 26, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES *INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register								February 27, 1953 Total
	Total		6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over	
Newfoundland	19,225	(45)	2,970	1,303	2,420	5,586	4,115	2,831	12,762
Male	18,611	(43)	2,893	1,245	2,322	5,412	4,040	2,699	12,350
Female	614	(2)	77	58	98	174	75	132	412
Prince Edward Island	3,645	(26)	346	229	378	1,052	893	747	2,812
Male	3,154	(21)	298	202	333	937	803	581	2,454
Female	491	(5)	48	27	45	115	90	166	358
Nova Scotia	23,377	(224)	3,261	1,830	3,144	5,615	4,374	5,153	18,569
Male	20,668	(189)	2,829	1,612	2,773	4,981	3,969	4,504	16,482
Female	2,709	(35)	432	218	371	634	405	649	2,087
New Brunswick	26,394	(122)	3,656	2,435	3,240	6,217	5,253	5,593	21,368
Male	23,174	(105)	3,295	2,175	2,850	5,440	4,723	4,691	18,814
Female	3,220	(17)	361	260	390	777	530	902	2,554
Quebec	177,501	(1,346)	28,854	17,867	22,892	39,460	35,696	32,732	130,039
Male	149,842	(944)	24,940	15,349	19,399	33,859	31,121	25,174	112,308
Female	27,659	(402)	3,914	2,518	3,493	5,601	4,575	7,558	17,731
Ontario	139,657	(971)	23,361	11,913	19,052	33,888	24,159	27,284	87,879
Male	112,043	(724)	18,445	9,404	15,173	27,285	20,675	21,061	71,317
Female	27,614	(247)	4,916	2,509	3,879	6,603	3,484	6,223	16,562
Manitoba	25,020	(226)	3,401	1,663	3,004	5,743	5,499	5,710	18,104
Male	19,102	(168)	2,385	1,174	2,200	4,399	4,648	4,296	14,317
Female	5,918	(58)	1,016	489	804	1,344	851	1,414	3,787
Saskatchewan	14,422	(93)	1,674	1,229	1,906	3,917	3,389	2,307	10,704
Male	12,421	(75)	1,406	1,054	1,605	3,288	3,130	1,938	9,196
Female	2,001	(18)	268	175	301	629	259	369	1,508
Alberta	24,334	(111)	4,118	2,039	3,570	6,064	4,556	3,987	14,933
Male	20,766	(99)	3,463	1,708	2,971	5,153	4,154	3,317	12,847
Female	3,568	(12)	655	331	599	911	402	670	2,086
British Columbia	58,992	(365)	7,515	4,569	7,335	15,152	11,490	12,931	45,995
Male	48,694	(311)	5,912	3,858	6,129	12,610	9,841	10,344	37,918
Female	10,298	(54)	1,603	711	1,206	2,542	1,649	2,587	8,077
CANADA	512,567	(3,529)	79,156	45,077	66,941	122,694	99,424	99,275	363,165
MALE	428,475	(2,679)	65,866	37,781	55,755	103,364	87,104	78,605	308,003
FEMALE	84,092	(850)	13,290	7,296	11,186	19,330	12,320	20,670	55,162

* These data are shown in brackets and include short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	6,508	5,802	706	7,639	4,557	3,082	3,713
Prince Edward Island	1,187	1,039	148	1,542	785	757	290
Nova Scotia	10,027	7,138	2,889	11,608	7,434	4,174	2,822
New Brunswick	10,535	8,611	1,924	12,022	6,256	5,766	2,903
Quebec	73,578	54,770	18,808	76,467	50,970	25,497	25,897
Ontario	63,877	48,050	15,827	70,401	49,497	20,904	15,871
Manitoba	9,315	7,472	1,843	9,845	5,995	3,850	1,923
Saskatchewan	5,624	4,838	786	6,342	3,663	2,679	1,423
Alberta	11,360	8,692	2,668	13,272	8,923	4,349	3,373
British Columbia	22,921	17,534	5,387	30,883	20,895	9,988	4,678
Total Canada, February, 1954	214,932*	163,946	50,986	240,021†	158,975	81,046	62,893
Total Canada, January, 1954	292,623	224,354	68,269	304,786	225,828	78,958	87,982
Total Canada, February, 1953	171,658	127,897	43,761	181,580	117,671	63,909	46,184

* In addition, revised claims received numbered 30,742. † In addition, 30,922 revised claims were disposed of. Of these, 2,765 were special requests not granted, and 1,025 were appeals by claimants. There were 4,102 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO REGULAR OR SUPPLEMENTARY BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of February, 1954	Month of January, 1954	Month of February, 1953
Benefit year not established			
Regular	69,653	68,074	49,752
Supplementary Benefit	17,564	19,548	12,857
Claimants Disqualified*			
Not unemployed	3,822	3,954	6,731
Not capable of and not available for work	2,048	1,542	2,209
Loss of work due to a labour dispute	421	121	161
Refused offer of work and neglected opportunity to work	1,097	657	1,325
Discharged for misconduct	865	655	968
Voluntarily left employment without just cause	5,710	5,065	6,863
Failure to fulfill additional conditions imposed upon certain married women	1,475	1,248	1,192
Other reasons†	3,789	3,327	2,879
Total	106,444	104,191	84,937

* Data for February, 1954, include 5,922 on revised and 1,912 on supplementary benefit claims.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (Revised)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1954—January	3,328,000	2,937,000	391,000(†)
1953—December	3,276,000	3,037,500	238,500
November	3,230,000	3,076,400	153,600
October	3,220,000	3,100,600	119,400
September	3,197,000	3,085,700	111,300
August	3,171,000	3,060,100	110,900
July	3,161,000	3,041,200	119,800
June	3,116,000	2,972,900	143,100
May	3,119,000	2,903,800	215,200
April	3,150,680	2,888,100	262,580
March	3,164,000	2,800,800	363,200(†)
February	3,178,000	2,823,300	354,700(†)
January	3,192,000	2,913,400	278,600(†)
1952—December	3,158,000	2,996,100	161,900
November	3,114,000	3,002,500	111,500
October	3,110,000	3,017,400	92,600
September	3,101,000	2,999,000	102,000
August	3,093,000	2,980,400	112,600
July	3,069,000	2,946,300	122,700
June	3,051,000	2,907,500	143,500
May	3,056,000	2,837,900	218,100
April	3,090,240	2,851,570	238,670

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1954

SOURCE: Unemployment Insurance Commission

Fiscal year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
TO 1948	441,772,355 96	87,948,417 69	15,449 49	35,485,221 38	565,221,444 52	117,486,505 31	.....	117,486,505 31	447,734,939 21
1949	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
1951	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
1952	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	778,199,351 43
1953	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	128,814,174 79	7,007,063 82	135,821,238 61	851,585,164 66
TO 1953	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	569,135,255 70	851,585,164 66
April	13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	19,182,442 11	850,304,754 92
May	13,369,793 82	2,676,051 96	625 00	2,065,494 36	18,111,965 14	12,188,755 09	196,987 95	12,385,743 04	856,030,977 02
June	12,418,746 38	2,484,024 75	3,195 50	2,022,231 63	16,928,198 26	8,398,564 65	cr. 7,868 25	8,390,696 40	864,568,478 88
July	13,194,627 63	2,636,424 22	5,064 82	2,119,370 11	17,955,486 78	7,139,851 79	8,205 64	7,148,057 43	875,375,908 23
August	13,905,701 60	2,780,380 97	3,593 10	2,157,977 61	18,847,653 28	6,400,262 22	1,917 80	6,402,180 02	887,821,381 49
Sept	13,402,103 70	2,685,145 23	3,009 80	2,133,540 21	18,223,798 94	6,729,953 93	402 50	6,730,356 43	899,314,824 00
Oct	13,498,551 90	2,696,174 86	4,530 50	2,238,467 95	18,437,725 21	7,592,476 56	cr. 6,472 50	7,586,004 06	910,166,545 15
Nov	14,022,355 04	2,803,687 10	2,810 14	2,250,384 31	19,079,236 59	10,162,162 15	cr. 626 90	10,161,535 25	919,084,246 49
Dec	13,886,441 86	2,773,904 79	2,990 00	2,305,705 27	18,969,041 92	16,872,374 88	cr. 680 05	16,871,694 83	921,181,593 58
TO 1954									
Jan	12,938,114 30	2,592,422 55	2,035 00	2,299,951 83	17,832,523 68	23,939,464 67	1,202,639 50	25,142,104 17	913,872,013 09
Feb	12,401,107 99	2,478,658 92	3,495 00	2,090,176 19	16,973,438 10	26,667,323 43	3,007,588 25	29,674,911 68	901,170,539 51
March	*12,388,259 62	2,478,265 96	3,298 62	2,408,810 54	17,278,634 74	32,147,581 29	5,027,459 62	37,175,040 91	881,274,133 34
Sub-Total	158,673,276 19	31,735,120 81	36,833 77	26,094,504 24	216,539,735 01	174,619,903 03	12,230,863 30	186,850,766 33	881,274,133 34
Total	1,241,276,310 43	+250,088,995 37	182,460 20	145,712,389 37	1,637,260,155 37	724,395,250 96	31,590,771 07	755,986,022 03	881,274,133 34

* Stamps $5,329,482.87 Meter $1,537,071.70 Bulk $5,521,705.05 D.V.A. Nil Total $12,388,259.62

\+ Government Refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date $1,827,161.65.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, FEBRUARY 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

—	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
						$
Newfoundland	2,727	1,496	1,231	1,224	30,012 (29)	65,978
Prince Edward Island	731	605	126	546	13,350 (13)	25,674
Nova Scotia	3,726	2,903	823	2,683	79,910 (261)	170,583
New Brunswick	5,397	4,079	1,318	3,292	86,405 (211)	174,658
Quebec	21,634	15,659	5,975	15,545	484,097 (1,991)	999,830
Ontario	17,771	12,527	5,244	10,725	370,242 (966)	796,553
Manitoba	3,277	2,497	780	2,391	83,633 (674)	175,810
Saskatchewan	2,342	1,646	696	1,374	37,102 (79)	80,605
Alberta	3,613	2,468	1,145	2,157	61,238 (412)	138,044
British Columbia	8,249	6,139	2,110	5,524	168,617 (721)	380,048
Total, February, 1954	69,467*	50,019	19,448	45,461†	1,414,606 (5,357)	3,007,783
Total, February, 1953	49,631*	35,047	14,584	34,085†	995,487 (——)	2,090,530

* There were, in addition, 1,152 renewal claims in February, 1954, and 948 in February, 1953.
† Includes 659 renewal claims in February, 1954, and 500 in February, 1953.

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO APRIL 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·8	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·9	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	115·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	114·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·9
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2
April	114·6	110·9	122·7	109·7	116·9	115·0
May	114·4	110·1	122·9	110·1	116·6	115·1
June	114·9	111·4	123·6	110·1	116·6	115·1
July	115·4	112·7	123·9	110·3	117·0	115·2
August	115·7	112·8	124·1	110·4	117·2	115·8
September	116·2	114·0	124·2	110·4	117·4	115·9
October	116·7	115·5	124·5	110·3	117·5	116·0
November	116·2	113·4	125·0	110·3	117·4	116·3
December	115·8	112·1	125·2	110·2	117·4	116·3
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6
April	115·6	110·4	125·6	109·9	118·1	117·2

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1st 1953	Feb. 1st 1954	March 1st 1954					
(1) St. John's, Nfld.	101·3	102·4	102·2	99·5	107·3	102·0	104·0	102·0
Halifax	112·9	113·8	113·7	105·6	122·2	116·6	119·1	115·8
Saint John	114·5	115·8	116·2	109·8	117·6	119·7	117·3	122·8
Montreal	115·8	116·8	116·3	113·4	132·0	110·7	116·2	115·6
Ottawa	114·3	115·5	115·3	109·8	126·0	113·4	116·4	117·6
Toronto	115·9	117·6	117·4	108·9	138·2	112·2	117·8	117·7
Winnipeg	113·7	115·0	114·7	110·2	122·6	115·4	113·1	116·6
Saskatoon—Regina	112·2	113·5	113·7	110·0	113·1	117·0	118·3	112·4
Edmonton—Calgary	113·0	114·3	114·4	109·9	119·3	114·2	115·1	117·8
Vancouver	115·5	116·4	116·3	110·7	124·1	111·8	124·7	117·4

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

BASE (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	December 1941	December 1945	Year 1951	March 1951	Year 1952	March 1952	Year 1953	March 1953	February 1954	March 1954	Price March 1954
Beef, sirloin steak	lb.	47·4	61·0	143·5	136·7	132·7	138·2	113·0	115·5	105·8	101·8	71·7
Beef, round steak	lb.	44·1	59·1	142·9	136·5	133·3	139·9	112·0	115·6	104·9	101·0	67·7
Beef, blade	lb.	43·7	52·7	151·3	145·0	133·5	148·4	106·2	113·3	99·9	98·0	47·4
Beef, stewing boneless	lb.	41·0	48·5	155·3	147·0	142·6	155·4	115·2	123·3	106·1	103·6	48·3
Lamb, leg roast	lb.	42·2	60·3	130·1	122·8	126·7	132·0	112·2	116·1	110·2	109·5	78·9
Pork, fresh loin centre-cut	lb.	53·3	61·2	114·8	108·9	99·0	93·1	113·7	103·7	122·2	121·8	77·7
Pork, fresh shoulder, hock off	lb.	50·2	54·2	117·9	118·1	101·7	97·4	104·8	98·0	113·2	114·3	55·4
Bacon, side, fancy, sliced, rind off	½ lb.	56·2	61·2	95·4	92·0	78·4	83·0	101·0	83·1	117·7	118·5	50·2
Lard, pure, package	lb.	66·7	73·6	121·1	128·3	72·5	80·6	88·4	72·0	116·3	116·3	27·3
Shortening, package	lb.	57·4	58·6	112·4	114·5	92·3	98·9	87·4	85·5	92·9	90·2	29·1
Eggs, grade "A" large, carton	doz.	77·3	91·1	116·5	104·0	96·0	81·1	109·9	97·5	91·9	91·5	56·3
Milk	qt.	67·3	57·8	110·0	107·8	118·4	118·5	118·5	118·5	118·5	118·5	21·1
Butter, creamery, prints	lb.	58·2	61·4	104·9	104·1	102·4	110·9	100·7	105·2	103·2	103·1	66·6
Cheese, plain, processed, ½ lb.	pkg.	78·2	72·6	111·1	107·3	115·9	118·5	113·2	115·4	110·6	110·0	32·1
Bread, plain, white, wrapped, sliced	lb.	66·7	66·7	115·5	114·5	119·3	119·7	121·5	117·7	126·8	126·8	12·5
Flour, all-purpose	lb.	58·4	56·8	106·9	106·2	105·9	107·6	108·9	104·7	111·9	111·9	7·8
Corn Flakes, 8 oz.	pkg.	61·6	60·9	113·8	110·6	122·4	121·1	123·2	123·2	123·2	123·2	17·4
Tomatoes, canned 2½'s	tin	64·3	67·2	115·0	103·2	143·6	146·2	121·8	128·1	106·2	105·2	21·1
Peas, 20 oz.	tin	77·9	82·4	107·2	102·8	116·9	115·5	120·0	120·1	119·5	119·5	21·0
Corn, cream, choice, 20 oz.	tin	68·5	70·7	95·9	94·5	103·2	103·1	96·3	97·8	93·6	93·1	17·8
Onions, cooking	lb.	68·9	83·8	99·4	78·2	158·6	156·4	119·8	148·0	88·3	88·3	6·5
Potatoes, No. 1, table	10 lbs.	58·1	94·1	99·9	84·0	196·9	179·7	111·8	126·9	83·8	83·0	28·9
Raisins, seedless, bulk or in bag	lb.	80·0	84·6	127·5	116·3	138·9	141·2	135·2	134·3	133·2	133·2	23·5
Oranges, California	doz.	89·2	107·7	109·6	119·4	105·3	105·4	94·8	92·3	95·7	100·5	35·4
Jam, Strawberry, 16 oz.	jar	74·9	76·7	114·0	112·9	110·6	114·1	104·5	104·4	106·5	106·5	24·7
Peaches, 15 oz.	tin	69·9	73·5	105·5	104·1	104·4	106·5	97·7	98·2	97·2	97·2	20·1
Sugar, granulated, bulk or in bag	lb.	87·5	87·5	129·8	125·6	121·0	129·8	107·8	110·6	104·1	103·0	9·5
Coffee, medium quality, in bag	lb.	72·7	66·4	163·2	161·6	163·0	165·3	164·1	161·2	178·3	189·0	117·6
Tea, black, ½ lb.	pkg.	84·3	75·7	104·2	103·5	104·9	105·5	98·1	98·0	99·6	100·0	49·0

* Description and Units of Sale apply to March, 1954 Prices.

N.B.—The above price averages and price relatives on the base 1949=100 pertain to chain and independent stores, while previously published price averages and price relatives on the base August 1939 = 100 pertained to independent stores only. The above figures are not strictly comparable to those published in this table, prior to the December issue of the Labour Gazette.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	99·8	.....	[a] 66·6	[a] 47·1	63·7	81·7	77·4	[e] 48·6	59·5
P.E.I.—									
2—Charlottetown	63·0	57·8	49·0	38·5	35·5	74·0	62·2	45·5	59·8
Nova Scotia—									
3—Halifax	77·4	66·4	[a] 43·9	44·5	42·5	79·7	56·2	56·2	57·6
4—Sydney	69·8	62·8	[a] 46·7	49·9	47·1	75·9	57·0	50·0	50·4
New Brunswick—									
5—Moncton	69·1	63·1	48·2	41·4	38·0	80·2	57·0	52·6	54·0
6—Saint John	76·8	69·1	[a] 49·7	50·7	45·0	79·9	57·6	54·6	50·6
Quebec—									
7—Chicoutimi	87·5	84·6	57·2	46·8	45·0	71·5	65·8	18·4	48·0
8—Hull	67·7	69·2	46·0	45·3	39·6	74·4	55·7	46·4	55·9
9—Montreal	85·0	79·5	[a] 45·9	48·6	39·0	75·9	53·6	49·6	59·7
10—Quebec	83·6	75·7	[a] 41·1	41·6	44·2	66·5	54·4	44·7	54·3
11—Sherbrooke	81·4	74·4	53·0	51·1	37·6	72·5	57·5	49·9	41·8
12—Sorel	80·7	74·9	[a] 52·2	43·7	42·5	68·6	52·7	48·4	56·2
13—Three Rivers	90·1	77·5	42·1	42·8	39·0	69·4	56·7	49·9	60·2
Ontario—									
14—Brantford	68·8	66·6	52·5	49·4	37·8	77·9	53·0	51·2	53·0
15—Cornwall	68·7	68·5	[a] 43·9	47·0	38·1	71·9	53·2	50·9	56·4
16—Fort William	68·9	66·6	[a] 47·3	51·0	42·9	73·7	.....	47·9	58·0
17—Hamilton	74·1	69·4	49·5	51·1	41·3	81·5	51·4	51·7	52·4
18—Kirkland Lake	69·8	67·2	[a] 47·8	47·0	40·2	78·2	[d] 59·7	54·0	59·2
19—London	73·6	69·0	47·6	47·8	41·7	79·1	52·9	52·6	54·7
20—North Bay	68·8	63·4	47·5	43·5	41·4	74·3	51·7	51·3	52·6
21—Oshawa	66·5	65·2	43·2	45·9	38·6	77·4	47·7	51·1	48·1
22—Ottawa	70·6	66·0	45·9	47·0	34·6	77·2	55·0	48·4	56·8
23—Sault Ste. Marie	67·0	65·7	[a] 47·3	51·5	47·5	76·7	60·2	50·5	55·5
24—Sudbury	63·4	63·7	[a] 48·0	48·6	38·2	71·2	[d] 59·4	48·0	49·7
25—Toronto	74·0	71·2	[a] 51·2	49·3	39·7	79·0	49·7	51·1	48·2
26—Windsor	67·1	63·5	[a] 45·6	51·1	39·1	78·9	[d] 54·0	52·0	56·0
Manitoba—									
27—Winnipeg	73·8	67·7	50·6	49·7	44·4	74·6	[d] 57·7	47·8	50·9
Saskatchewan—									
28—Regina	71·8	67·0	[a] 50·2	50·3	40·2	71·9	[d] 56·5	51·4	52·6
29—Saskatoon	69·0	66·7	[a] 50·6	56·9	45·6	70·1	[d] 58·8	48·9	51·4
Alberta—									
30—Calgary	69·6	64·4	54·2	52·1	39·0	70·4	[d] 59·8	48·6	51·8
31—Edmonton	69·5	64·9	[a] 42·5	49·5	38·4	67·5	49·5	49·6	44·8
British Columbia—									
32—Prince Rupert	83·0	73·3	[a] 55·0	51·7	41·0	75·0	63·7	52·1	63·7
33—Trail	77·0	69·0	.....	.....	.....	76·0	64·0	48·6	64·0
34—Vancouver	84·9	73·8	56·1	55·7	46·4	86·1	[d] 67·4	52·8	56·0
35—Victoria	87·7	77·8	57·5	57·7	51·7	83·0	60·4	51·1	54·0

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Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar.	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart.	Butter, creamery, first grade per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1 St. John's	.....	8·7	12·7	20·5	10·8	58·8	77·2 [f]	32·0 [h]	77·8
P.E.I.—									
2—Charlottetown	.....	9·0	14·4	19·3	10·4	52·7	54·2 [gg]	17·0	69·2
Nova Scotia—									
3—Halifax	70·5	8·8	12·8	18·5	9·1	50·8	60·1 [g]	20·5	70·0
4—Sydney	67·5	9·1	14·0	19·4	10·2	51·0	63·5 [g]	22·0	70·6
New Brunswick—									
5—Moncton	.....	9·0	15·6	18·5	9·7	51·0	61·0 [g]	20·0	69·4
6—Saint John	70·4	8·7	13·3	18·9	9·5	48·9	63·3 [g]	21·0	70·7
Quebec—									
7—Chicoutimi	.....	8·5	16·0	19·3	9·8	55·9	64·0	20·0	63·0
8—Hull	79·0	8·1	12·7	17·5	9·6	47·3	58·0 [g]	22·0	65·2
9—Montreal	82·5	8·0	12·7	17·3	9·0	50·4	59·4	20·0	65·2
10—Quebec	80·1	7·9	12·5	17·9	9·3	52·1	60·7	20·0	66·0
11—Sherbrooke	77·2	7·9	13·1	17·9	9·0	49·7	58·9 [g]	20·0	63·7
12—Sorel	89·3	8·0	12·7	17·9	9·3	47·2	54·6 [g]	19·0	64·2
13—Three Rivers	73·3	8·1	11·7	17·4	9·7	50·7	57·0	19·0	63·8
Ontario—									
14—Brantford	78·4	8·1	12·7	17·6	9·6	45·1	55·6 [g]	21·0	66·2
15—Cornwall	.....	7·9	12·7	18·2	9·8	46·6	58·1 [g]	20·0	66·3
16—Fort William	83·0	8·0	14·0	19·0	10·2	53·0	57·2 [g]	23·0	66·3
17—Hamilton	84·5	8·3	12·7	17·7	9·8	45·9	58·1 [g]	22·0	66·8
18—Kirkland Lake	77·8	8·4	12·0	18·7	10·8	51·8	59·8	25·0	68·2
19—London	82·2	8·1	12·7	17·3	9·7	45·5	53·8 [g]	21·0	66·5
20—North Bay	.....	8·3	13·0	19·1	10·9	48·2	59·5 [g]	22·0	67·8
21—Oshawa	.....	7·9	12·7	17·5	9·5	46·1	56·0 [g]	21·0	66·3
22—Ottawa	75·2	8·2	12·7	17·5	9·5	48·7	61·1	21·6	66·9
23—Sault Ste. Marie	.....	8·5	13·3	19·3	10·8	49·6	60·0	23·0	68·6
24—Sudbury	.....	8·6	13·3	18·1	10·7	48·6	59·5	23·0	68·0
25—Toronto	79·6	7·9	12·7	17·4	9·2	44·6	56·1 [g]	22·0	67·3
26—Windsor	73·5	8·3	12·7	17·8	9·9	48·4	56·6	22·0	67·4
Manitoba—									
27—Winnipeg	76·0	7·6	15·0	17·7	11·2	70·6 [t]	54·9 [g]	21·0	65·5
Saskatchewan—									
28—Regina	73·8	8·0	14·4	18·6	11·8	67·5 [t]	51·4	20·0	64·5
29—Saskatoon	.....	7·8	13·6	17·7	13·5	64·1 [t]	50·9 [g]	20·5	65·0
Alberta—									
30—Calgary	79·2	7·7	14·4	18·1	11·4	63·7 [t]	55·1 [g]	21·0	66·1
31—Edmonton	73·0	7·9	14·4	17·9	11·5	63·4 [t]	53·0 [g]	20·0	67·9
British Columbia—									
32—Prince Rupert	86·3	8·7	15·0	18·6	10·9	63·2	62·0	31·0	69·8
33—Trail	.....	7·9	17·0	18·7	11·5	63·8	63·7 [g]	23·0	68·3
34—Vancouver	80·3	7·9	16·0	17·9	9·4	58·4 [t]	59·6 [g]	21·4	68·3
35—Victoria	85·2	8·0	16·0	17·9	9·8	59·6 [t]	62·0 [g]	24·0	69·1

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	35·1	32·5	.....	34·2	.....	19·3	49·0 s	28·9	25·8	23·5
P.E.I.—										
2—Charlottetown	36·4	.....	29·3	31·6	27·8	20·1	20·1	26·6	22·8	21·4
Noval Scotia—										
3—Halifax	34·7	39·9	29·7	31·2	24·9	18·1	21·6	23·2	23·5	19·7
4—Sydney	36·1	38·5	30·2	30·3	26·0	20·0	23·0	24·7	23·3	20·1
New Brunswick—										
5—Moncton	34·9	38·3	30·1	30·9	24·8	17·1	21·9	22·2	23·8	20·1
6—Saint John	35·3	39·4	30·6	30·7	25·6	17·5	21·3	21·0	24·4	18·5
Quebec—										
7—Chicoutimi	35·9	.....	25·7	34·8	27·3	18·5	23·3	20·9	23·0	9·5
8—Hull	32·5	.....	27·8	29·3	24·3	16·7	20·2	18·2	20·6	16·6
9—Montreal	32·6	.....	28·4	30·0	25·0	17·2	19·6	18·0	20·8	19·0
10—Quebec	33·7	.....	28·8	30·5	25·4	17·4	20·2	20·9	21·2	17·7
11—Sherbrooke	33·9	.....	25·5	28·7	24·3	17·3	20·9	18·6	20·6	19·4
12—Sorel	33·1	.....	28·0	29·9	25·7	17·4	21·3	18·6	19·2	16·8
13—Three Rivers	33·3	.....	26·0	29·2	25·2	18·0	22·3	18·0	20·6	20·1
Ontario—										
14—Brantford	32·1	39·3	27·5	29·4	24·8	18·0	20·4	22·3	21·2	17·7
15—Cornwall	33·0	37·8	29·0	29·4	24·8	16·9	20·4	19·2	20·0	17·9
16—Fort William	34·8	39·8	27·9	30·3	24·5	19·4	20·9	22·4	22·8	19·2
17—Hamilton	32·7	39·3	27·6	30·3	24·4	17·5	19·9	21·3	21·9	16·2
18—Kirkland Lake	31·8	38·8	30·4	30·8	26·2	18·8	22·1	21·3	21·8	18·3
19—London	32·0	38·8	29·8	29·4	25·2	18·0	19·9	22·9	21·1	17·2
20—North Bay	33·6	39·8	30·5	31·3	28·2	18·8	.....	22·2	22·3	17·9
21—Oshawa	32·8	40·4	28·9	28·7	23·7	16·5	.....	21·8	20·5	16·7
22—Ottawa	33·0	39·3	28·5	29·8	24·9	17·2	21·1	19·4	21·9	17·0
23—Sault Ste. Marie	33·8	39·6	30·5	31·1	26·2	18·0	.....	21·2	23·3	17·4
24—Sudbury	34·0	37·6	28·0	29·0	26·2	18·2	.....	20·1	22·5	16·1
25—Toronto	32·2	39·4	28·5	29·2	23·3	16·6	20·2	20·1	21·1	16·6
26—Windsor	32·2	39·8	28·9	30·0	24·6	18·5	21·2	21·2	m 16·7	m 16·0
Manitoba—										
27—Winnipeg	33·7	40·9	26·2	29·6	24·5	16·9	21·9	23·2	m 18·3	18·6
Saskatchewan—										
28—Regina	34·6	41·0	25·7	32·0	25·1	18·7	22·7	24·5	23·5	20·3
29—Saskatoon	33·9	39·4	24·9	31·3	24·8	19·0	21·7	24·2	22·8	20·1
Alberta—										
30—Calgary	32·8	39·8	24·1	31·0	24·2	18·7	20·8	26·0	21·0	20·4
31—Edmonton	34·2	41·8	24·9	32·1	24·9	18·8	21·3	25·6	23·2	21·5
British Columbia—										
32—Prince Rupert	35·9	40·4	27·6	33·6	26·1	21·8	23·2	28·7	m 20·0	m 17·9
33—Trail	36·0	40·2	27·0	33·5	.....	22·6	24·7	28·7	m 20·3	m 21·0
34—Vancouver	34·4	39·7	28·5	30·0	23·8	17·8	21·4	26·4	m 15·5	m 15·7
35—Victoria	34·0	39·9	29·6	29·8	23·0	17·9	21·1	25·1	m 17·7	m 16·8

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—carton and

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Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	41·7	31·0	36·3	8·7	34·7	26·1 k	62·1 w	130·7 v	.....	22.75
P.E.I.—										
2—Charlottetown	39·0	23·0	20·8	7·7	29·0	27·7 n	49·2	129·0 v	.....	17.50
Nova Scotia—										
3—Halifax	36·9	21·4	24·2	6·5	27·4	23·8	48·1	128·9	.....	19.50
4—Sydney	37·5	25·4	24·0	6·1	30·0	26·2 n	48·5	126·0 v	.....	13.60
New Brunswick—										
5—Moncton	39·9	22·1	22·2	6·8	28·5	25·4	48·1	122·0	.....	18.77
6—Saint John	37·8	21·8	18·9	7·5	29·8	27·3 n	49·6	127·7 v	.....	19.75
Quebec—										
7—Chicoutimi	35·1	18·8	27·2	9·8	31·0	27·9 n	56·8	123·6 v	30.00	.....
8—Hull	33·0	19·0	25·2	9·1	28·6	25·3 n	53·4	124·6	28.50	.....
9—Montreal	35·1	17·0	23·4	8·5	29·2	25·2 n	49·7	123·2	27.57	.....
10—Quebec	35·7	18·2	22·6	8·3	29·2	26·0 n	51·2	124·3	29.19	.....
11—Sherbrooke	36·0	17·8	22·8	8·5	29·2	25·1 n	53·3	124·8	27.75	.....
12—Sorel	35·7	18·3	26·6	8·9	27·6	23·9 n	53·1	121·4 v	27.00	.....
13—Three Rivers	35·1	18·6	24·0	8·1	28·0	25·1 n	54·1	125·5	27.00	.....
Ontario—										
14—Brantford	35·1	18·8	27·4	4·9	30·1	23·0 n	52·7	119·9	27.00	.....
15—Cornwall	34·2	18·8	25·2	6·7	29·0	24·7 n	52·0	120·4	29.75	.....
16—Fort William	36·9	19·8	37·1	6·8	27·2	25·9 n	50·9	120·6	26.62	.....
17—Hamilton	35·7	19·2	30·0	5·6	29·1	23·3 n	50·8	118·6	26.44	.....
18—Kirkland Lake	37·2	19·6	34·0	5·8	30·8	25·0	54·8	120·8	32.00	.....
19—London	34·8	19·1	28·4	6·5	28·5	22·5 k	49·9	118·2	27.00	.....
20—North Bay	34·8	20·2	31·0	5·6	.....	23·2 n	54·0	123·0	29.75	.....
21—Oshawa	33·3	19·4	27·6	5·3	27·2	22·8 n	55·2	117·3	28.00	.....
22—Ottawa	34·5	19·0	26·0	7·7	28·4	24·6 n	51·8	120·2	28.50	.....
23—Sault Ste. Marie	36·3	20·0	34·2	7·8	30·4	24·1 k	54·2	119·7	27.25	.....
24—Sudbury	34·5	19·2	31·4	6·0	27·4	24·6 n	50·8	116·0	29.70	.....
25—Toronto	33·6	19·0	29·5	5·5	28·4	24·4 n	49·7	119·2	24.57	.....
26—Windsor	34·8	19·0	28·6	5·9	31·4	24·6 n	50·0	121·1	26.00	.....
Manitoba—										
27—Winnipeg	37·5	19·9	26·0	6·0	28·3	26·9 n	49·8	120·9	.....	21.15
Saskatchewan—										
28—Regina	39·6	22·5	37·8	8·9	28·9	26·4	50·4	122·5	.....	18.50
29—Saskatoon	41·4	23·1	46·0	10·5	31·3	26·5	47·9	117·3	.....	17.98
Alberta—										
30—Calgary	38·7	23·6	35·9	8·3	29·4	24·6 n	48·7	118·8	.....	.....
31—Edmonton	38·1	23·1	43·8	9·6	30·0	25·9 n	49·6	121·6	.....	8.58
British Columbia—										
32—Prince Rupert	39·9	24·8	42·9	8·6	29·1	25·7 n	50·8	117·8	.....	22.90
33—Trail	33·3	25·0	38·3	8·4	30·0	26·1 n	49·7	119·7	.....	19.75
34—Vancouver	32·1	19·9	41·7	7·8	26·1	23·6 n	49·3	117·4	.....	21.02
35—Victoria	31·8	20·3	38·0	7·6	28·0	23·7 n	46·1	120·3	.....	22.25

(h) Evaporated milk 17·0 cts. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

loose.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947–49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June–Aug. 1939	1938	1936–39 =1000	1st quarter 1949= 1000
	(a)	(b)		(b)					(c)			(d)	(d)
1933	58·8	55·3	.....	(i) 140	(h) 151	.....	.....	.....	(e) 131	99	93·2	.....	600
1939	63·2	59·4	100·0	(i) 158	(h) 178	(m) 108	.....	107·5	(e) 138	(k) 103	99·9	1029	748
1941	69·6	62·9	104·4	(i) 199	(h) 226	(m) 150	.....	141·7	(e) 174	138	108·2	1111	810
1945	75·0	76·9	213·5	(i) 203	(h) 295	(m) 393	.....	157·5	(e) 209	293	132·2	1270	884
1946	77·5	83·4	266·7	(i) 203	(h) 291	(m) 645	.....	160·3	(e) 208	287	134·1	1278	891
1947	84·8	95·5	300·3	(i) 203	.....	(m) 1030	4575	162·1	(e) 217	279	139·7	1309	919
1948	97·0	102·8	318·9	(j) 108	(l) 99	(m) 1632	4847	172·4	(e) 224	281	147·8	1392	992
1949	100·0	101·8	336·0	(j) 111	(l) 100	(m) 1818	4915	175·9	(e) 222	278	153·2	1528	1009
1950	102·9	102·8	356·2	(j) 114	(l) 101	(m) 1945	4849	177·7	159·1	293	159·3	1669	1066
1951	113·7	111·0	401·0	(j) 124	(l) 109	130·1	5320	207·5	166·7	319	171·0	1906	1183
1952	116·5	113·5	455·7	102·6	(l) 118	145·4	5546	223·0	171·0	317	185·9	2337	1275
1952 March	116·9	112·4	448·8	100·6	.....	148·1	5475	220·3	170·8	326	182·1	2366	1253
April	116·8	112·9	451·3	102·2	.....	146·6	5501	223·1	170·1	325	182·9	.....	.....
May	115·9	113·0	457·8	102·2	115	144·5	5522	223·6	170·8	322	183·5	.....	.....
June	116·0	113·4	463·9	103·9	.....	143·1	5559	225·1	171·3	321	185·1	2488	1270
July	116·1	114·1	464·8	103·8	.....	142·8	5572	224·8	170·9	320	184·4	.....	.....
August	116·0	114·3	466·6	103·2	122	144·8	5575	225·2	171·3	317	185·3	.....	.....
September	116·1	114·1	464·1	103·0	.....	145·7	5615	224·9	171·6	316	190·3	2524	1284
October	116·0	114·2	465·0	103·9	.....	144·9	5626	224·3	171·1	298	191·1	.....	.....
November	116·1	114·3	467·6	103·8	123	144·4	5633	224·2	171·2	298	191·4	.....	.....
December	115·8	114·1	432·7	104·5	.....	145·4	5612	224·3	171·0	296	190·6	2530	1294
1953 January	115·7	113·9	462·4	104·4	.....	145·6	5603	224·3	169·9	296	189·5	.....	.....
February	115·5	113·4	457·2	104·7	123	146·0	5614	223·9	169·5	296	188·9	.....	.....
March	114·8	113·6	449·9	105·4	.....	145·2	5613	224·4	169·3	299	189·4	2558	1307
April	114·6	113·7	449·1	106·4	.....	144·7	5668	224·2	168·8	299	189·9	.....	.....
May	114·4	114·0	448·6	106·0	126	145·5	5702	224·4	169·5	295	190·7	.....	.....
June	114·9	114·5	449·4	106·6	.....	145·4	5718	224·1	169·7	293	193·6	2586	1322
July	115·4	114·7	447·5	106·6	.....	143·7	5633	223·3	169·5	296	192·7	.....	.....
August	115·7	115·0	450·6	105·9	125	143·1	5617	224·0	169·7	295	195·8	.....	.....
September	116·2	115·2	452·8	105·7	.....	141·0	5642	224·0	170·2	295	196·5	2618	1337
October	116·7	115·4	452·1	105·7	.....	141·0	5664	224·2	170·4	297	196·0	.....	.....
November	116·2	115·0	448·2	106·0	125	141·3	5691	224·1	170·4	(o)	193·6	.....	.....
December	115·8	114·9	445·0	105·6	.....	142·1	5678	223·9	170·1	294	191·9	.....	1366
1954 January	115·7	115·2	446·5	105·8	.....	143·2	.....	.....	169·8	292	192·9	.....	.....
February	(n) 115·7	.....	.....	.....	.....	144·1	.....	.....	.....	287	193·0	.....	.....
March	115·5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918–49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926–46 are on base July, 1914 = 100. (i) Years 1914–47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June–December. (l) Average of quarterly indexes. (m) Annual averages 1939–1950 are on base 1938 = 100. (n) Corrected. (o) Not available.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics

—	1913	1918	1929	1933	1939	1951	1952	Feb. 1953	Jan. 1954	Feb. 1954
All Commodities Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	240·2	226·0	220·9	219·8	219·0
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	218·6	210·3	200·9	201·3	200·6
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	297·7	248·2	239·0	245·0	243·9
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	295·9	251·5	241·1	234·5	233·3
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	295·5	291·0	289·7	284·5	283·4
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	208·7	219·0	221·4	216·1	215·9
*VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	180·6	172·9	168·5	165·6	164·3
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	169·8	173·9	174·9	179·3	179·4
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	187·3	180·1	176·7	175·4	175·3
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	237·9	218·7	207·9	206·5	205·1
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	242·4	230·7	228·8	227·8	227·3
Non-Residential Building Materials (1949 = 100)	.....	.....	.....	.....	60·3	118·6	123·2	124·5	123·2	123·1
Residential Building Materials	.....	.....	112·4	89·0	102·3	286·2	284·8	282·3	277·3	276·7
Canadian Farm Products Total	.....	.....	140·8	69·3	92·6	268·6	250·2	229·9r	209·4	208·8
Field	.....	.....	137·2	69·3	83·7	200·4	223·0	196·6r	152·5	152·9
Animal	.....	.....	144·4	69·2	101·5	336·9	277·5	263·1	266·3	264·7

* Gold is included from 1935 to date.
The indexes for 1953 and 1954 are subject to revision.
r Revised to incorporate final payments made for western wheat.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH, 1953-1954†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1954*						
January	24‡	24	10,619‡	10,619	156,969	0·19
February	7	17	749	4,631	52,270	0·06
March	12	18	1,107	1,722	13,945	0·02
Cumulative totals	43		12,475		223,184	0·09
1953						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
March	12	20	4,479	5,405	32,998	0·04
Cumulative totals	37		9,063		87,825	0·03

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH 1954 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to March 1954				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Women's clothing factory workers, Montreal, Que.	1	12	275	Commenced February 23; protesting dismissal of three workers; unterminated.
Miscellaneous Wood Products—				
Sawmill workers, Stellarton, N.S.	1	35	250	Commenced October 19, 1953; for a union agreement providing for increased wages, reduced hours from 46¾ to 44 per week with same take-home pay and other changes, following reference to conciliation board; partial return of workers; employment conditions no longer affected by March 10; indefinite.
Metal Products—				
Skate factory workers, Kitchener, Ont.	1	42	500	Commenced May 14, 1953; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; terminated March 31; partial return of workers; in favour of employer.
Aluminum plant office workers, Arvida, Que.	1	310	4,650	Commenced February 25; for a union agreement providing for increased wages, following reference to arbitration board; terminated March 18; negotiations; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES—				
Electric Railways and Local Bus Lines—				
Bus drivers and maintenance men, Saint John, N.B.	1	125	500	Commenced February 19; for a new agreement providing for increased wages and other changes, following reference to conciliation board; terminated March 4; negotiations; compromise.
SERVICE—				
Business and Personal—				
Hotel employees, Medicine Hat, Alta.	5	91	2,200	Commenced February 23; for a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to arbitration board; unterminated.
Strikes and Lockouts Commencing During March 1954				
MINING—				
Coal miners, Thorburn, N.S.	1	265	265	Commenced March 24; protesting selection of miners to work on new wall; terminated March 25; return of workers; in favour of employer.
MANUFACTURING—				
Miscellaneous Wood Products—				
Furniture factory workers, upholsterers, Vancouver, B.C.	1	40	420	Commenced March 15; protesting removal of basic minimum rate from piece-work schedule; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH 1954 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts Commencing During March 1954—Concluded				
Metal Products—				
Motor vehicle factory workers, Quebec, Que.	1	79	1,900	Commenced March 2; for a new agreement providing for increased wages retroactive to Jan. 1-53 and union security, following reference to arbitration board; unterminated.
Chrome furniture factory workers, Toronto, Ont.	1	15	30	Commenced March 9; alleged discrimination in dismissal of three workers; terminated March 10; partial return of workers; in favour of employer.
Steel mill workers, rail mill, Sault Ste. Marie, Ont.	1	[3] 100	500	Commenced March 22; alleged change in seniority in lay-off of workers for two shifts; terminated March 26; return of workers; in favour of employer.
Non-Metallic Minerals, Chemicals, etc.—				
Safety glass factory workers, Windsor, Ont.	1	220	110	Commenced March 31; for a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to conciliation board; unterminated.
CONSTRUCTION—				
Buildings and Structures—				
Welders, riggers and helpers, Regina, Sask.	1	19	15	Commenced March 8; for increased wages for four welders in new agreement under negotiations; terminated March 8; return of workers pending further negotiations; indefinite.
Building trades workers, St. John's, Nfld.	1	60	270	Commenced March 25; protesting dismissal of four carpenters, allegedly for insufficient cause; unterminated.
Labourers, Toronto, Ont.	1	[4] 30	90	Commenced March 29; for a union agreement; unterminated.
TRADE—				
Wholesale grocery warehouse workers, Victoriaville, Que.	1	53	1,270	Commenced March 4; for a union agreement providing for increased wages, following reference to arbitration board; unterminated.
SERVICE—				
Public Administration				
Road workers, Plantagenet, Ont.	1	26	200	Commenced March 23; for union recognition; unterminated.
Business and Personal—				
Club employees, Vancouver, B.C.	7	200	500	Commenced March 5; for new agreements providing for increased wages, following reference to conciliation board; terminated March 9; negotiations; compromise.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

[3] 3,000 indirectly affected; [4] 135 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1953

—	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930	122	175	36	258	196	324	42	327	58	.....	117	.....	1,665
1931	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932	154	73	30	123	116	124	21	196	51	2	83	1	974
1933	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949	118	145	33	203	250	152	42	257	44	2	133	6	1,385
1950	60	160	42	173	247	160	62	199	54	.....	120	.....	1,277
1951	102	181	21	191	232	215	31	243	53	5	141	.....	1,415
1952	102	177	21	212	236	247	43	254	48	1	108	.....	1,449
1953 [1]	119	167	36	188	243	228	34	180	60	4	86	.....	1,345

[1] Preliminary figures.

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1953, BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:													
Tools	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Machinery	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Belts, pulleys, chains, lines, etc.	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Working materials	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Nails and spikes	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Buildings and structures (including parts of these such as doors, windows, etc.)	....	....	....	....	1	....	.....	.....	....	....	2	....	3
Working surface	....	....	....	....	1	1	.....	.....	....	....	....	....	2
Miscellaneous	....	....	....	....	....	1	.....	1	....	....	....	....	2
Total	....	....	....	....	**4**	**2**	.....	**1**	....	....	**2**	....	**9**
Struck by:													
Tools	....	1	....	1	2	....	.....	1	....	....	....	....	5
Machinery	....	1	....	1	6	2	.....	.....	....	....	....	....	10
Belts, pulleys, chains, lines, etc.	....	5	1	....	2	1	.....	1	....	....	....	....	10
Cranes, derricks, other hoisting or conveying apparatus	....	....	....	2	4	7	.....	3	1	....	1	....	18
Automobiles or trucks	5	3	....	3	3	15	1	7	4	....	9	....	50
Tractors, loadmobiles, etc.	8	1	....	2	4	7	.....	1	....	....	2	....	25
Mine or quarry cars	....	....	....	9	....	....	.....	.....	....	....	....	....	9
Trains or other railway vehicles	....	....	....	2	1	2	.....	14	....	....	....	....	19
Streetcars	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Other motor-driven transportation vehicles, N.E.S.	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Man-powered vehicles and craft	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Objects thrown or kicked back by tools	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Objects thrown or kicked back by machinery	1	2	1	....	20	1	.....	.....	....	....	1	....	26
Objects being hoisted or conveyed	....	4	....	2	5	8	.....	2	1	....	1	....	23
Objects falling or flying in mines and quarries	....	1	....	22	....	5	.....	.....	....	....	....	....	28
Materials being handled by fellow worker	....	....	....	....	1	3	.....	.....	....	....	....	....	4
Materials being handled by victim	....	11	....	....	6	8	.....	1	1	....	....	....	27
Materials falling from stockpiles and loads	2	12	....	....	4	1	.....	1	....	....	....	....	20
Another person (other than acts of violence)	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Animals	11	3	....	....	....	....	1	.....	1	....	....	....	16
Falling trees or limbs	1	57	....	....	1	3	1	.....	....	....	....	....	63
Landslides or cave-ins	....	1	....	13	....	14	1	.....	....	....	....	....	29
Flying particles	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Miscellaneous	....	....	....	....	1	1	.....	.....	....	....	1	....	3
Total	**28**	**102**	**2**	**57**	**61**	**78**	**4**	**31**	**8**	....	**15**	....	**386**
Caught In, On or Between:													
Machinery	3	....	....	2	23	3	.....	1	....	....	....	....	32
Belts, pulleys, chains, lines, etc.	2	....	....	2	5	1	.....	.....	....	....	....	....	10
Elevators, hoisting and conveying apparatus	....	1	....	3	4	4	.....	.....	4	....	....	....	16
Buildings and structures (including parts of these such as doors, windows, etc.)	....	....	....	2	....	3	.....	.....	....	....	....	....	5
Automobiles and trucks	2	....	....	1	1	....	.....	3	1	....	1	....	9
Tractors, loadmobiles, etc.	2	1	....	....	3	4	.....	.....	....	....	....	....	10
Mine and quarry cars	....	....	....	3	....	....	.....	.....	....	....	....	....	3
Trains or other railway vehicles	....	....	....	1	....	....	.....	1	....	....	....	....	2
Streetcars	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Miscellaneous transportation vehicles and craft	....	2	....	....	....	....	.....	.....	....	....	....	....	2
Materials in use or stored in plant	....	....	....	....	2	....	.....	.....	....	....	....	....	2
Objects in water (e.g., logs, caught between boat and wharf)	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Miscellaneous	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Total	**9**	**4**	....	**14**	**38**	**15**	.....	**5**	**5**	....	**1**	....	**91**
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between):													
Involving steam railways	....	1	....	1	....	1	.....	18	....	....	....	....	21
Involving street railways	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Involving automboiles and trucks	10	5	....	9	12	17	1	42	30	....	14	....	140
Involving tractors, loadmobiles, etc.	34	6	....	2	5	7	.....	.....	....	....	....	....	54
Involving mine and quarry cars	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Involving watercraft	1	13	18	4	....	1	1	5	....	....	6	....	49
Involving aircraft	....	....	....	8	1	4	.....	19	1	....	7	....	40
Involving other transport agencies	1	....	....	....	....	....	.....	.....	2	....	....	....	3
Involving elevators and other hoisting and conveying apparatus	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Involving animal-drawn vehicles and implements	4	....	....	....	....	....	.....	.....	....	....	....	....	4
Involving miscellaneous agencies	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Total	**50**	**25**	**18**	**24**	**18**	**30**	**2**	**84**	**33**	....	**27**	....	**311**
Falls and Slips (a) falls on same level													
Due to rough ground or floor surfaces	....	....	....	....	2	1	.....	.....	....	....	....	....	3
Due to collapse of resistance	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Due to tripping or stepping on object	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Due to slippery surfaces	....	....	....	....	....	....	.....	.....	....	....	....	....	....

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1953 BY INDUSTRIES AND CAUSES—(Concluded)

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Falls and Slips (a) falls on same level—*concluded*													
Due to slipping while handling materials	....	....	....	....	....	1	.....	.....	....	....	....	....	1
Due to slipping while operating machines	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Due to physical condition of workman	....	....	....	....	1	....	.....	.....	....	1	....	....	2
Due to vehicles in motion (other than struck by collision, etc.)	2	....	....	1	....	4	.....	1	....	....	2	....	10
Miscellaneous	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Sub Total	**2**	....	....	**1**	**5**	**6**	.....	**1**	....	**1**	**2**	....	**18**
(b) falls to different levels													
From ladders or stairs	2	....	....	....	3	3	1	2	....	1	6	....	18
From scaffolds and stagings	....	....	....	2	2	20	1	.....	....	....	2	....	27
From platforms, ramps and stationary vehicles	1	....	....	4	1	4	.....	4	1	....	....	....	15
From buildings, roofs and towers	1	....	....	2	3	15	.....	.....	....	....	1	....	22
From bridges, trestles and catwalks	....	....	....	....	2	1	.....	.....	....	....	....	....	3
From poles, trees, logs and stumps	1	....	....	....	1	3	1	.....	....	....	1	....	7
From stockpiles and loads	2	1	....	....	....	....	.....	1	....	....	....	....	4
From moving railway vehicles	....	....	....	....	....	....	.....	4	....	....	....	....	4
From other moving transporataion vehicles	....	....	....	....	....	....	1	.....	1	....	....	....	2
Into holds of vessels	....	....	....	....	....	1	.....	5	....	....	....	....	6
Into shafts, pits, excavations, etc.	....	....	....	8	....	2	1	.....	1	1	....	....	13
Into rivers, lakes, sea or harbours	2	24	9	4	13	5	2	16	1	....	4	....	80
Into storage bunkers	....	....	....	2	1	....	.....	1	....	....	....	....	4
Into tanks, vats or kilns	....	....	....	....	2	....	.....	1	....	....	....	....	3
Miscellaneous falls to different levels	....	1	....	....	2	1	.....	.....	....	....	....	....	4
Sub Total	**9**	**26**	**9**	**22**	**30**	**55**	**7**	**34**	**4**	**2**	**14**	....	**212**
Total	**11**	**26**	**9**	**23**	**35**	**61**	**7**	**35**	**4**	**3**	**16**	....	**230**
Conflagrations, Temperature Extremes and Explosions													
Conflagrations	1	1	1	....	10	....	.....	1	1	....	3	....	18
Exposure to welding flashes	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to cold or cold substances	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to steam or other hot vapours	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to hot liquids or molten metal	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to heat or hot substances, N.E.S.	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Explosions—blasting accidents	5	4	....	7	....	8	.....	.....	....	....	....	....	24
Explosions of coal and/or dust	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Air blasts (bumps) in mines	....	....	....	6	....	....	.....	.....	....	....	....	....	6
Explosions of steam pressure apparatus	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Explosions of liquid air, gas pressure apparatus and containers	....	....	....	1	1	1	1	.....	....	....	....	....	4
Explosions of gasoline and/or oil	....	1	1	1	8	1	.....	3	1	....	....	....	16
Explosion of chemicals	....	....	....	....	2	1	.....	.....	....	....	....	....	3
Ammunition and firearms (accidental)	1	1	....	....	....	....	.....	.....	....	....	1	....	3
Other explosions	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Total	**7**	**7**	**2**	**15**	**23**	**11**	**1**	**4**	**2**	....	**4**	....	**76**
Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.)													
Exposure to acids, alkalis and similar chemicals	....	....	....	1	....	....	.....	.....	....	....	....	....	1
Exposure to poisonous gasses	....	....	2	4	10	....	1	1	....	....	1	....	19
Exposure to dust	....	....	....	36	16	....	.....	.....	....	....	....	....	52
Exposure to poisonous vegetation	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Exposure to radioactive substances	....	....	....	....	1	....	.....	.....	....	....	....	....	1
Exposure to miscellaneous poisonous agencies	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Total	....	....	**2**	**41**	**27**	....	**1**	**1**	....	....	**1**	....	**73**
Contact with Electric Current													
Lightning accidents	4	....	....	1	1	....	.....	1	....	....	2	....	9
Exposure to or contact with electricity	5	....	....	8	13	14	19	3	1	....	2	....	65
Total	**9**	....	....	**9**	**14**	**14**	**19**	**4**	**1**	....	**4**	....	**74**
Over-exertion and Industrial Diseases													
Over-exertion resulting in strains, hernia, etc.	5	3	3	4	20	16	.....	13	6	....	11	....	81
Industrial diseases	....	....	....	....	3	1	.....	.....	....	....	1	....	5
Total	**5**	**3**	**3**	**4**	**23**	**17**	.....	**13**	**6**	....	**12**	....	**86**
Miscellaneous Accident Types													
Violence	....	....	....	....	....	....	.....	2	1	1	4	....	8
Bites, stings, etc., by animals, reptiles, and insects	....	....	....	1	....	....	.....	.....	....	....	....	....	1
Miscellaneous	....	....	....	....	....	....	.....	.....	....	....	....	....	....
Total	....	....	....	**1**	....	....	.....	**2**	**1**	**1**	**4**	....	**9**
Grand Total	**119**	**167**	**36**	**188**	**243**	**228**	**34**	**180**	**60**	**4**	**86**	....	**1345**

TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1953, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1953 [1]	Per Cent of Total	Total, 1952 [2]	Per Cent of Total	Number Employed (Thousands)
Agriculture	5	7	5	5	10	20	16	16	12	6	9	8	119	8·8	102	7·0	827·0[3]
Logging	16	19	15	16	19	7	17	12	11	7	19	9	167	12·4	177	12·2	129·8[3]
Fishing and Trapping	1	1	2	6	6	1	3	6	2	4	1	3	36	2·7	21	1·5	79·2[4]
Mining and Quarrying	16	13	16	21	15	12	11	19	20	16	15	14	188	14·0	212	14·6	134·1[5]
Metalliferous mining	9	6	10	16	10	5	8	7	13	11	7	6	108	8·0	121	8·4	79·9
Coal mining	5	2	1	3	3	4	1	6	2	2	2	4	35	2·6	57	3·9	21·8
Non-metallic mineral mining and quarrying n.e.s.	2	5	5	2	2	3	2	6	5	3	6	4	45	3·4	34	2·3	32·4
Manufacturing	26	25	21	17	20	21	17	16	18	23	18	21	243	18·1	236	16·3	1,233·2[5]
Food and beverages	4	1	3	2	2	3	....	1	....	4	1	2	23	1·7	17	1·2	171·9
Tobacco and tobacco products	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	9·4
Rubber products	....	1	1	....	....	....	....	....	1	....	....	....	3	0·2	....	....	21·5
Leather products	....	1	....	....	....	....	....	....	....	....	....	....	1	0·1	1	0·1	32·0
Textile products (except clothing)	....	....	1	....	....	....	....	....	1	....	....	....	2	0·2	5	0·3	69·3
Clothing (textile and fur)	....	....	....	1	....	....	1	....	1	2	1	....	6	0·4	3	0·2	115·4
Wood products	7	5	3	7	6	8	1	5	7	3	4	4	60	4·5	54	3·7	129·6
Paper products	1	....	....	2	3	3	3	2	1	3	1	3	22	1·6	28	1·9	82·9
Printing, publishing and allied trades	....	1	1	....	....	....	....	....	....	....	....	....	2	0·2	4	0·3	64·2
Iron and steel products	6	5	7	1	2	3	8	3	5	4	8	1	53	3·9	54	3·7	189·4
Transportation equipment	5	6	1	2	3	3	2	1	....	2	1	2	28	2·1	31	2·1	143·0
Non-ferrous metal products	....	1	....	....	....	1	....	....	....	1	2	2	7	0·5	4	0·3	50·6
Electrical apparatus and supplies	....	....	....	....	1	....	1	....	....	....	....	....	2	0·2	6	0·4	69·2
Non-metallic mineral products	....	....	2	1	1	....	....	2	1	2	....	5	14	1·0	18	1·3	31·3
Chemical products	3	4	....	....	2	....	1	2	1	2	....	2	17	1·3	10	0·7	63·6
Miscellaneous manufacturing industries	....	....	2	1	....	....	....	....	....	....	....	....	3	0·2	1	0·1	29·9
Construction	16	10	11	7	16	23	31	21	26	24	32	11	228	16·9	247	17·0	468·1[6]
Buildings and structures	5	6	6	....	8	11	13	8	14	9	18	5	103	7·6	90	6·2	.....
Highway and bridge	3	2	3	4	4	3	6	9	6	7	7	4	58	4·3	48	3·3	.....
Miscellaneous	8	2	2	3	4	9	12	4	6	8	7	2	67	5·0	109	7·5	.....
Electricity, Gas and Water Production and Supply	5	1	1	2	3	6	6	2	2	3	1	2	34	2·5	43	3·0	34·2 [7]

Transportation, Storage and Communications	**5**	**10**	**21**	**14**	**15**	**15**	**17**	**18**	**18**	**17**	**15**	**15**	**180**	**13·4**	**254**	**17·5**	.....
Steam railways	1	2	5	2	7	5	5	7	5	3	2	5	49	3·7	107	7·4	214·1[8]
Street and electric railways	....	....	....	....	....	1	....	....	....	....	....	....	1	0·1	2	0·1	20·3[8]
Water transportation	1	....	3	3	4	6	4	2	4	2	3	6	38	2·8	57	3·9	20·2[8]
Air transportation	....	....	5	5	1	1	2	2	....	1	1	....	18	1·3	10	0·7	9·7[8]
Local and highway transportation	3	7	6	3	1	2	5	5	6	11	8	3	60	4·5	57	3·9	27·0[9]
Storage	....	1	2	1	1	....	....	....	....	....	1	....	6	0·4	11	0·8	4·7[7]
Telegraphs and telephones	....	....	....	....	1	....	....	2	3	....	....	1	7	0·5	10	0·7	59·5[8]
Express	....	....	....	....	....	....	1	....	....	....	....	....	1	0·1	.....	.....	10·8[8]
Trade	**3**	**4**	**5**	**3**	**4**	**4**	**9**	**4**	**6**	**9**	**7**	**2**	**60**	**4·5**	**48**	**3·3**	**709·8**[3]
Wholesale	3	1	2	2	2	2	4	....	5	6	3	2	32	2·4	25	1·7	195·3
Retail	....	3	3	1	2	2	5	4	1	3	4	....	28	2·1	23	1·6	514·5
Finance	....	....	....	....	....	....	....	....	....	....	....	4	**4**	**0·3**	**1**	**0·1**	**144·0**[3]
Service	**14**	**7**	**4**	**7**	**6**	**8**	**7**	**5**	**15**	**2**	**8**	**3**	**86**	**6·4**	**108**	**7·5**	**1,077·5**[3]
Public administration	10	6	2	3	3	7	4	4	13	1	6	3	62	4·6	89	6·2	676·0
Recreational	....	....	....	....	....	....	....	....	....	....	....	....	.....	.....	2	0·1	28·7
Laundering, dyeing and cleaning	....	....	1	....	....	....	....	....	....	....	....	....	1	0·1	.....	.....	33·8
Personal, domestic and business	4	1	1	4	3	1	3	1	2	1	2	....	23	1·7	17	1·2	339·0
Total	**107**	**97**	**101**	**98**	**114**	**117**	**134**	**119**	**130**	**111**	**125**	**92**	**1,345**	**100·0**	**1,449**	**100·0**	.....

([1]) Preliminary figures. ([2]) Revised figures. ([3]) Decennial Census 1951. ([4]) Fishermen only; Industry and Merchandising Division D.B.S. 1952. ([5]) Industry and Merchandising Division D.B.S. 1952. ([6]) General Assignments Division D.B.S. 1952. ([7]) Transportation Division D.B.S. 1951. ([8]) Transportation Division D.B.S. 1952. ([9]) Transportation Division D.B.S. 1950.

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES (1)

Industry	1953 (2)												1952 (3)											
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	....	....	**2**	**3**	**23**	**48**	**9**	**20**	**11**	**3**	.....	**119**	....	**1**	**2**	....	**6**	**52**	**12**	**13**	**14**	**2**	.....	**102**
Logging	**4**	....	**5**	**2**	**36**	**31**	**4**	**3**	**9**	**72**	**1**	**167**	**2**	....	**2**	**4**	**51**	**35**	**1**	**1**	**6**	**75**	.....	**177**
Fishing and Trapping	**3**	....	**16**	**3**	....	**5**	.....	.....	.....	**9**	.....	**36**	**2**	....	**2**	.....	.....	**3**	**1**	**1**	.....	**12**	.....	**21**
Mining and Quarrying	**4**	....	**15**	**2**	**23**	**51**	**8**	**15**	**34**	**34**	**2**	**188**	**4**	....	**45**	**1**	**28**	**55**	**8**	**7**	**22**	**42**	.....	**212**
Metalliferous	4	....	....	1	18	47	5	4	....	27	2	108	3	....	3	....	20	54	5	1	....	35	.....	121
Coal mining	....	....	15	1	....	....	....	1	13	5	.....	35	....	....	41	1	....	....	....	....	9	6	.....	57
Non-metallic mineral mining and quarrying, n.e.s.	....	....	....	....	5	4	3	10	21	2	.....	45	1	....	1	....	8	1	3	6	13	1	.....	34
Manufacturing	**3**	**1**	**7**	**8**	**58**	**101**	**9**	**4**	**12**	**37**	.....	**243**	**5**	....	**8**	**5**	**59**	**106**	**6**	**5**	**10**	**32**	.....	**236**
Food and beverages	....	....	....	1	4	13	1	....	4	....	.....	23	....	....	....	....	2	5	7	2	....	1	.....	17
Tobacco and tobacco products	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	....	....	....	....	.....	....
Rubber products	....	....	....	....	2	1	....	....	....	....	.....	3	....	....	....	....	....	....	....	....	....	....	.....	....
Leather products	....	....	....	....	....	....	1	....	....	....	.....	1	....	....	....	....	....	1	....	....	....	....	.....	1
Textile products (except clothing)	....	....	....	....	2	....	....	....	....	....	.....	2	....	....	....	....	....	5	....	....	....	....	.....	5
Clothing (textile and fur)	....	....	....	....	3	3	....	....	....	....	.....	6	....	....	....	1	....	1	....	....	....	1	.....	3
Wood products	1	1	....	1	17	6	2	2	4	26	.....	60	2	....	....	2	14	14	....	4	1	17	.....	54
Paper products	....	....	2	1	7	8	....	....	....	4	.....	22	3	....	....	1	16	5	....	....	....	3	.....	28
Printing publishing and allied trades	....	....	....	....	1	....	1	....	....	....	.....	2	....	....	....	....	....	3	....	....	....	1	.....	4
Iron and steel products	1	....	2	2	4	39	3	....	....	2	.....	53	....	....	4	....	11	31	3	....	2	3	.....	54
Transportation equipment	....	....	3	1	6	9	....	2	2	5	.....	28	....	....	2	....	9	12	....	1	2	5	.....	31
Non-ferrous metal products	....	....	....	....	2	4	1	....	....	....	.....	7	....	....	....	....	1	2	1	....	....	....	.....	4
Electrical apparatus and supplies	....	....	....	....	....	2	....	....	....	....	.....	2	....	....	....	....	....	5	....	....	....	1	.....	6
Non-metallic mineral products	1	....	....	1	2	9	....	....	1	....	.....	14	....	....	1	....	....	12	....	....	5	....	.....	18
Chemical products	....	....	....	1	6	9	....	....	1	....	.....	17	....	....	....	....	3	7	....	....	....	....	.....	10
Miscellaneous manufacturing industries	....	....	....	....	2	1	....	....	....	....	.....	3	....	....	....	....	....	1	....	....	....	....	.....	1
Construction	**6**	....	**11**	**3**	**48**	**76**	**8**	**10**	**27**	**39**	.....	**228**	**5**	**1**	**6**	**5**	**67**	**82**	**9**	**6**	**20**	**45**	**1**	**247**
Buildings and structures	6	....	4	1	22	42	4	3	8	13	.....	103	1	....	3	....	32	36	5	3	3	7	.....	90
Highway and bridge	....	....	3	1	5	22	2	3	12	10	.....	58	1	....	2	4	4	18	3	....	8	8	.....	48
Miscellaneous	....	....	4	1	21	12	2	4	7	16	.....	67	3	1	1	1	31	28	1	3	9	30	1	109
Electricity, Gas and Water Production and Supply	**1**	....	**2**	**1**	**12**	**10**	**4**	**1**	....	**3**	.....	**34**	**1**	....	**1**	**1**	**17**	**13**	**2**	**2**	**3**	**3**	.....	**43**
Transportation, Storage and Communications	**1**	....	**5**	**4**	**49**	**53**	**8**	**12**	**17**	**29**	**2**	**180**	**2**	**1**	**6**	**11**	**72**	**81**	**15**	**7**	**19**	**39**	**1**	**254**
Steam railways	....	....	2	2	11	17	3	3	3	8	.....	49	....	....	1	7	26	38	3	4	10	18	.....	107
Street and electric railways	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	1	1	....	....	....	....	.....	2
Water transportation	1	....	2	2	14	8	....	....	....	11	.....	38	2	....	4	1	22	9	3	....	....	16	.....	57
Air transportation	....	....	....	....	6	1	....	1	1	7	2	18	....	....	....	....	1	4	3	....	....	2	.....	10
Local and highway transportation	....	....	1	....	15	22	3	5	11	3	.....	60	....	1	1	1	20	19	5	1	6	2	1	57
Storage	....	....	....	....	....	2	1	2	1	....	.....	6	....	....	....	....	....	8	1	2	....	....	.....	11
Telegraphs and telephones	....	....	....	....	3	2	....	1	1	....	.....	7	....	....	....	....	2	2	....	....	3	1	.....	10
Express	....	....	....	....	....	....	1	....	....	....	.....	1	....	....	....	....	....	....	....	....	....	....	.....	....
Trade	....	....	**1**	....	**13**	**34**	**1**	**4**	**4**	**3**	.....	**60**	....	**1**	**1**	**1**	**9**	**22**	....	**6**	**3**	**5**	.....	**48**
Wholesale	....	....	....	....	7	19	....	2	2	2	.....	32	....	1	1	....	7	8	....	4	2	2	.....	25
Retail	....	....	1	....	6	15	1	2	2	1	.....	28	....	....	....	....	2	14	....	2	1	3	.....	23
Finance	....	....	....	....	**3**	**1**	....	....	....	....	.....	**4**	....	....	....	....	....	**1**	....	....	....	....	.....	**1**
Service	....	....	**1**	**2**	**18**	**28**	**3**	**6**	**9**	**17**	**2**	**86**	**1**	....	....	....	**1**	**28**	**37**	**10**	**8**	**6**	**16**	**1**	**108**
Public administration	....	....	1	2	11	16	3	4	9	15	1	62	....	....	....	....	1	27	25	9	8	5	14	.....	89
Recreational	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	1	....	....	....	....	1	2
Laundering ,dyeing and cleaning	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	....	....	....	....	....	....	.....	....
Personal, domestic and business	....	....	....	....	7	11	....	2	....	2	1	23	1	....	....	....	....	1	11	1	....	1	2	.....	17
Total	**22**	**1**	**65**	**28**	**283**	**441**	**54**	**75**	**123**	**246**	**7**	**1,345**	**22**	**4**	**73**	**29**	**337**	**487**	**64**	**56**	**103**	**271**	**3**	**1,449**

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for September and November 1953, and January and April 1954. (2) Preliminary figures. (3) Revised figures for 1952.

TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Provinces	Medical [1] Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
1949					
Prince Edward Island[2]	103	113	3	0	219
Nova Scotia	8,483	8,032	491	49	17,055
New Brunswick	6,426	7,130	220	18	13,794
Quebec					85,040
Ontario	117,239	47,400	1,740	283	166,632
Manitoba	10,654	6,132	308	31	17,125
Saskatchewan	5,504	5,204	103	19	10,830
Alberta	18,213	13,423	645	115	32,396
British Columbia	40,609	27,049	1,416	178	69,252
Total					412,343
1950					
Prince Edward Island	320	363	3	0	686
Nova Scotia	8,542	7,591	506	58	16,697
New Brunswick	5,936	8,828	231	28	15,023
Quebec				197	86,246
Ontario	118,001	43,820	1,677	225	163,723
Manitoba	10,516	5,652	316	29	16,513
Saskatchewan	5,610	5,691	114	26	11,441
Alberta	18,836	13,804	577	120	33,337
British Columbia	43,992	25,852	1,498	162	71,504
Total					415,170
1951					
Newfoundland[3]	3,425	2,725	67	11	6,228
Prince Edward Island	411	439	10	0	860
Nova Scotia	9,545	7,503	482	43	17,573
New Brunswick	5,710	9,234	206	27	15,177
Quebec				207	95,930
Ontario	129,486	45,010	1,775	292	176,563
Manitoba	11,249	5,577	349	37	17,212
Saskatchewan	6,711	6,812	135	18	13,676
Alberta	20,312	14,754	636	102	35,804
British Columbia	40,268	26,023	1,513	184	67,988
Total					447,011
1952					
Newfoundland	5,466	4,065	125	19	9,675
Prince Edward Island	424	446	11	1	882
Nova Scotia	10,236	6,886	539	63	17,724
New Brunswick	5,571	8,463	205	28	14,267
Quebec				312	97,177
Ontario	137,938	54,802	2,157	309	195,206
Manitoba	11,351	5,522	337	36	17,246
Saskatchewan	7,491	6,939	112	37	14,579
Alberta	23,803	14,895	730	92	39,520
British Columbia	42,855	25,551	1,391	240	70,037
Total					476,313
1953[4]					
Newfoundland	5,672	3,869	51	16	9,608
Prince Edward Island	423	432	2	0	857
Nova Scotia	8,887	6,798	121	38	15,844
New Brunswick				25[5]	13,805
Quebec				191	93,306
Ontario	143,467	55,992	2,198	319	201,976
Manitoba	10,799	5,253	320	42	16,414
Saskatchewan	8,429	8,951	222	46	17,648
Alberta	23,522	17,570	749	124	41,965
British Columbia	43,569	23,909	1,253	207	68,938
Total					480,361

[1] Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

[2] For the period July 1 to December 31, 1949.

[3] For the period April 1 to December 31, 1951. The Compensation Board of Newfoundland commenced operations on April 1, 1951. Prior to that date compensation under the Workmen's Compensation Act, 1948, might be recovered through court action; the number of cases reported by the Registrar of the Supreme Court Since Confederation are as follows: April 1 to December 31, 1949: 35; 1950: 41; January to March 31, 1951: 37.

[4] Preliminary figures.

[5] Non-agricultural industrial fatalities recorded by Federal Department of Labour. Number of compensable fatalities during 1953 not reported by New Brunswick Workmen's Compensation Board.

(Continued from page 702)

72. **Canada. Bureau of Current Affairs.** *The Public Service of Canada,* by Don Rowat, Ottawa, Queen's Printer, 1953. Pp. 43.

73. **Canada. Department of Citizenship and Immigration. Canadian Citizenship Branch.** *Report of National Seminar on Citizenship, Scarborough, Ontario, May 4th-6th, 1953.* Ottawa, 1953. Pp. 167.

74. **Labour Party (Great Britain).** *Challenge to Britain; a Program of Action for the Next Labour Government.* London, 1953. Pp. 36.

75. **Larsen, William Frederick.** *The Council-Management Plan in Florida: Theory and Practice.* Gainesville, Fla., 1953. Pp. 15.

76. **National Industrial Conference Board.** *Techniques of Plant Location,* by Malcolm C. Neuhoff, New York, 1953. Pp. 48.

77. **Phelan, Vincent Cyril.** *Human Welfare and the I.L.O.* Toronto, Canadian Institute of International Affairs, 1954. Pp. 24-33.

78. **United Nations. Economic and Social Council. Economic Commission for Asia and the Far East. Industrial Development Division.** *Development of Mineral Resources in Asia and the Far East.* Report and documents of the ECAFE Regional Conference on Mineral Resources Development held in Tokyo, Japan, from 20 to 30 April 1953. Bangkok, 1953. Pp. 366.

79. **U.S. Railroad Retirement Board.** *Annual Report for the Fiscal Year ended June 30, 1953.* Washington, G.P.O., 1954. Pp. 172.

Post-Arbitration Conciliation Ends Quebec Dispute

An experiment carried on recently in post-arbitration conciliation by the Director of the Industrial Relations Centre at McGill University brought to an end an impassé of almost a year's duration between the Shawinigan Chemicals Company and a CCCL union.

The lengthy dispute was settled amicably, after all the methods prescribed by the law had been exhausted, through the intervention "outside of court" of Prof. H. D. Woods, president of the court of arbitration.

The dispute concerned amendments to the existing collective agreement, particularly with regard to wages, seniority regulations and vacations.

Prof. Woods was appointed president of the arbitration court by both parties, but on the company's suggestion. When he had heard the evidence and consulted with the arbitrators, instead of making an award which would necessarily have been accompanied by a minority report from one of the parties, he preferred to try an experiment in post-arbitration conciliation.

He called the representatives of both parties to a conciliation meeting with a view to persuading them to reach a compromise, and presented ideas to them which his experience in industrial and human relations, as well as the evidence submitted by the two parties, had suggested to him.

In this way the parties came to an understanding with regard to a draft agreement and the arbitration court did not have to make an award.

The new agreement, to be in force until 1956, has provision for the re-opening of the wage question in 1955. It grants a wage increase of six to nine cents, retroactive to February 26, 1953, with an additional two-cent increase for 1954, which brings the basic wage up to $1.42 an hour and the maximum wage to $1.87.

The agreement also provides: the maintenance of a cost-of-living bonus of one cent for each rise of seven-tenths of a point in the consumer price index; five days' notice to employees with seniority rights who are to be laid off or whose work period is to be reduced; two additional paid holidays, bringing the number up to eight; four weeks' vacation after 30 years' service; an increase in the night-shift bonus; and a promise by the company that it will discuss promotions with the union before putting them into effect.

The parties have also arranged, outside of the agreement, that the company will pay the wages of a delegate appointed by the union to supervise the application of the collective agreement.

JUNE 15, 1954

CURRENT manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

EMPLOYMENT increased and unemployment decreased approximately in accordance with the normal seasonal trend during the two-month period ending May 22. The increase in employment during April, however, was slower than usual, largely because bad weather retarded the spring pick-up in farming and construction. During May, on the other hand, outdoor activities increased slightly more than usual for the month.

Although manufacturing employment was somewhat below last year's level, employment in trade, finance and services, as well as in some outdoor activities, made small year-to-year gains. Labour requirements increased substantially during May, thus reducing labour surpluses in labour market areas; but unemployment continued to be considerably higher than last year, particularly in a number of larger urban centers.

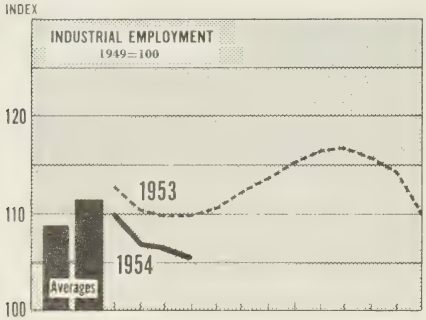
Early summer activities across the country increased rapidly in May, making up for the slow beginning in the previous month. The increase was largely the result of normal seasonal gains in agriculture and logging, together with a marked upturn in construction. Manufacturing lay-offs of both a temporary and an indefinite nature continued, however, particularly in the motor vehicle and parts industries. Consequently, while the demand for workers was in approximate balance with the current supply in 23 of 109 areas, only three of these were large industrial centres. Unemployment in the remaining parts of the country, though much lower than the winter peak, remained higher than last year.

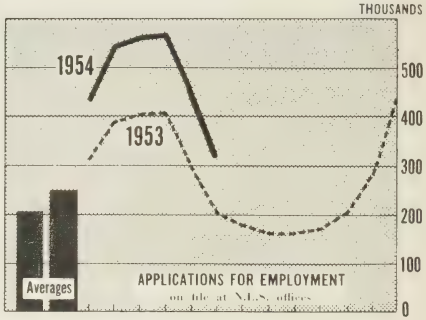
The increase in activity was reflected in the monthly labour force estimates[1] of the Dominion Bureau of Statistics for the week ended May 22. Altogether, 235,000 more persons were at work full or part time than a month earlier, bringing the total to 5,080,000, or 94 per cent of the labour force. Of the increase, 86,000 were persons previously without

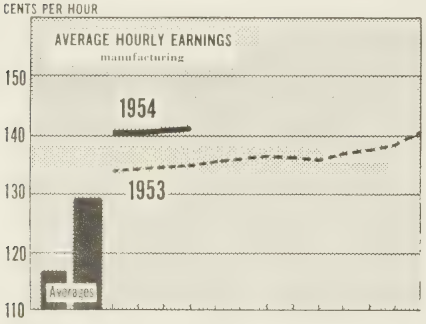
[1]In May 1954, the coverage of the labour force survey was increased to include representation for some of the remote areas not previously covered. In making comparison with previous months, this increase in coverage, amounting to approximately 0.6 per cent, must be kept in mind.

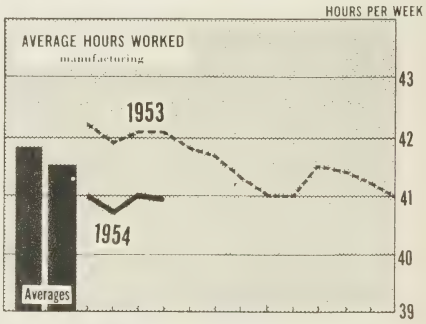
A Monthly *Labour Gazette* Feature

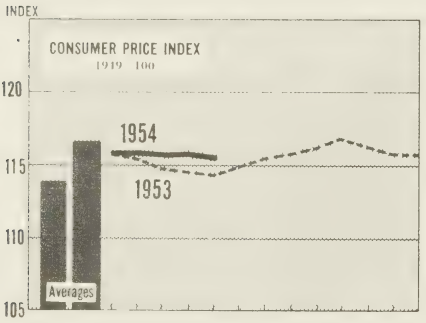
CURRENT LABOUR TRENDS

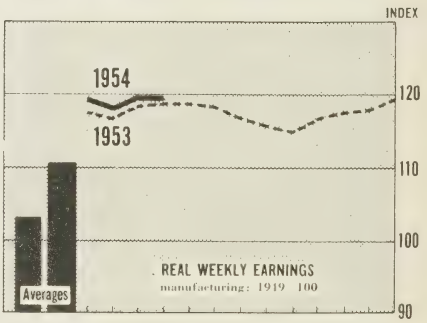


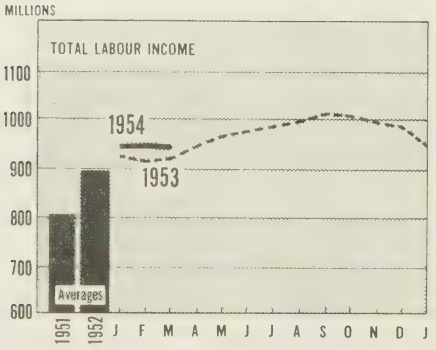


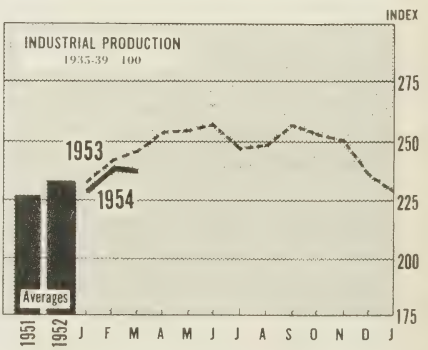












jobs and seeking work, 14,000 were persons with jobs but not working for various reasons, and 135,000 were persons not in the labour force a month earlier.

The increase in employment during May was greater than in the same month last year. When combined with the abnormally small gain in April, the total was 26,000 greater than for the same period in 1953. This increase is largely accounted for by an increase in the coverage of the DBS survey.

Both the labour force survey and the National Employment Service statistics show that the supply of available workers continued higher than last year. Applications for jobs registered with the NES numbered 358,100 at May 20, an increase of 135,600 over the figure for May 21, 1953. An indication of the regional distribution of those registered for jobs at NES offices is given in the following table, which shows the percentage of job applications to the labour force in each region, together with the proportionate year-to-year increase.

	Applications on File May 20		Year-to-year increase in applications	
	No.	Per cent of labour force	No.	Per cent of labour force
Atlantic	47,400	9.4	12,200	2.4
Quebec	115,800	7.6	33,200	2.2
Ontario	110,200	5.5	59,500	3.0
Prairie	48,200	5.0	22,300	2.3
Pacific	36,400	8.5	8,400	2.0
CANADA	358,100	6.6	135,600	2.5

These figures show that the year-to-year increase in applications, relative to the labour force, was greatest in Ontario, reflecting the decline in manufacturing during the early months of this year. The ratio of applications to the labour force in this region, however, was still lower than in any other region except the Prairie Provinces.

The April index of employment in manufacturing showed a continuation of the slow decline that had been evident for more than six months. After adjustment for seasonal changes, the employment index decreased by one per cent between January and April 1954 and by five per cent over the year. Manufacturing lay-offs reported in May were heavier than usual, affecting approximately 11,000 workers. Of these, about 50 per cent were released from automobile and parts firms and most of the remainder from the iron and steel products, shipbuilding and textile industries.

Labour requirements in coming months will depend to a large extent on the progress of construction, for this industry provides the greatest number of additional jobs for wage earners during the summer. Current statistics on the values of contracts awarded and building permits issued by municipalities tend to confirm that the amount of work started during the first four months of this year was at least equal to the amount in the same period in 1953. These figures have not been reflected in employment, largely because of the effect of unfavorable weather. Employment in construction in March showed a slight decline, contrary to the usual seasonal trend, and at the beginning of April was seven per cent lower than a year earlier, however, reports from most parts of the country indicate a more rapid rate of hiring during May and it seems likely that most of the substantial gain in over-all employment during the month was the result of an upswing in construction.

Labour-Management Relations

NEGOTIATIONS in a number of key industries have extended over a considerable period of time this year and a large number of conciliation boards have been established in attempts to resolve differences. Many contracts were agreed upon in the past four to six weeks but most of the settlements applied to small bargaining units of workers. Negotiations carried over from the early spring and involving many large bargaining units were still continuing at the middle of June.

Although protracted bargaining followed by conciliation procedures has been widespread during the first half of 1954, few disagreements resulted in work stoppages. Preliminary figures for May 1954 show 20 work stoppages in progress during the month; workers involved numbered 3,341 and time loss, 31,040 man-days. This compares with 30 stoppages, 4,752 workers and 36,097 man-days in May 1953.

The bargaining that was still in progress at mid-June after beginning early in the year, centred around important segments of the railways and the automobile manufacturing, electrical products manufacturing, logging and lumbering, construction, basic steel and shipbuilding industries. Bargaining, which began a shorter time ago, also continued in sections of the non-ferrous metal mining industries. An agreement has been reached in western coal mining.

Current Developments

Railways. Differences between the railway companies and unions representing 145,000 non-operating employees remained unsettled at the time of writing. However, at the request of the Minister of Labour, the parties agreed to resume negotiations at a meeting scheduled for June 17. The conciliation board that dealt with the dispute had made its recommendations in April (see pp. 817-845). Meanwhile, the unions are going ahead with strike vote plans.

Another group of 6,000 to 7,000 non-operating employees on extra gangs are concerned in conciliation board hearings over requests for wage increases and other benefits. The parties to the dispute are the Railway Association of Canada, representing the companies, and the Brotherhood of Maintenance of Way Employees (AFL-TLC).

Among the operating trades, agreements were signed between the Brotherhood of Locomotive Engineers (indep.) and the Canadian National Railway and the Canadian Pacific Railway Company, and between the Brotherhood of Locomotive Firemen and Enginemen (indep.) and the CPR. A conciliation board is, however, dealing with differences between the Locomotive Firemen and the CNR since negotiations broke down over union demands for rule changes concerning the demotion of engineers, a wage increase of $1.35 per day or per 100 miles, time and one-half for work on statutory holidays, a five-day week for yard service employees and an improved vacation plan giving a maximum of four weeks to employees with 15 years of service.

Agreements between the railway companies and the other main operating trade union, The Brotherhood of Railroad Trainmen (indep.), do not expire until later in the year.

Street Railways. Negotiations that had been going on since March between the British Columbia Electric Railway Company, Limited, and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC) have resulted in an agreement. The agreement, however, applying to some 3,000 street railway workers in Vancouver, Victoria and New Westminster, had not been ratified at the time of writing. Under a wage re-opener provision in a two-year agreement which expires December 31, 1954, the same union and the Ottawa Transportation Commission have agreed upon an upward revision in wage rates.

Grain Elevators. At the Lakehead, negotiations, with the assistance of a conciliation officer, have been in progress for several months between representatives of grain elevator companies and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). The main issues in dispute are wage rates and a clarification of the application of the 5-day 40-hour week. Approximately 1,200 workers are affected.

Radio Broadcasting. Conciliation officers are assisting in negotiations between the Canadian Broadcasting Corporation and representatives of two groups of employees. One set of proposals concerns the Corporation and employees represented by the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (AFL-TLC). The other bargaining involves more than 1,000 office employees represented by the Association of Radio and Television Employees of Canada (indep.).

Construction. Negotiations are in progress in many parts of Canada between builders' exchanges and AFL-TLC construction trades unions. Major areas in which bargaining is in progress for a number of trades include Winnipeg, Toronto, and Montreal.

Although bargaining in many cities has been lengthy, a number of agreements were signed and most contracts provided wage increases in amounts ranging from 2.5 to 15 cents an hour. A random sample of 22 recent agreements covering bricklayers, carpenters, plasterers and plumbers shows that 12 agreements provide a 5-cent increase, seven agreements a 10-cent increase and three agreements a 15-cent increase.

Basic Steel. A conciliation board was set up to consider differences over contract negotiations between the Steel Company of Canada, Limited, at Hamilton, Ont., and the United Steelworkers of America (CIO-CCL). Negotiations there as well as at each of the other two major basic steel companies, the Dominion Iron and Steel Company, Limited, Sydney, N.S., and the Algoma Steel Corporation at Sault Ste. Marie, Ont., have continued since early this year. The main issue appears to be the union's request for wage increases.

Logging and Lumbering. Approximately 32,000 West Coast logging and lumber workers were scheduled to vote early this month on a proposed new contract. Details of the proposals for a settlement between the International Woodworkers of America (CIO-CCL) and Forest Industrial Relations had not been released at the time of writing. Bargaining has been going on since April over union demands for increased "fringe benefits", including the union shop, an increase in the number of paid

statutory holidays and an employer-financed health and welfare plan. During the past month a conciliation officer met with the parties but the tentative agreement was reached without reference to a conciliation board.

Shipbuilding. A conciliation board reported on differences between Canadian Vickers, Limited, Montreal, and a group of four AFL-TLC unions representing approximately 1,000 employees. The board recommended that the parties agree to a wage increases of five cents an hour. The unions involved are: the International Brotherhood of Boilermakers, Iron Ship Builders, Welders and Helpers of America; the International Association of Machinists; the International Association of Sheet Metal Workers; and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada.

Aluminum. A conciliation officer has so far been unable to find a formula for the settlement of differences between the Aluminum Company of Canada, Limited, and representatives of production workers at Kitimat, B.C. Ten AFL-TLC unions were formed into the Allied Aluminum Workers' Council to represent the workers in bargaining the first agreement for production workers at the Kitimat project. The unions are reported to be seeking a wage increase and a reduction in the work week from 42 to 40 hours. Negotiations have been in progress since April.

Coal Mining. District 18, United Mine Workers of America (CCL) and the Coal Operators' Association of Western Canada have agreed to the continuance of last year's agreement without change in wage rates or other benefits. The contract, applying to approximately 6,500 coal miners in British Columbia, Alberta, and Saskatchewan, was approved by a vote of the union membership and will remain in effect until July 1955. In Nova Scotia, the other main coal mining area, the current agreement is in effect until 1955.

Other Recent Settlements. An agreement between the Price Brothers Company, Limited, for pulp and paper mills in Kenogami and Riverbend, and the National Federation of Pulp and Paper Workers, Inc. (CCCL), provides a five-per-cent wage increase and a reduction from 44 to 40 hours per week, effective next November 1.

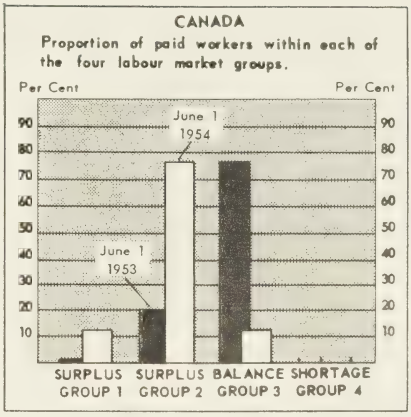
Following prolonged negotiations, agreements were reached between four chemical companies at Shawinigan Falls, Que., and the National Federation of the Chemical Industry Workers (CCCL). Under the two-year agreements, the 3,000 workers affected are to receive a general six-per-cent wage increase and other benefits. Companies signing the contracts are Canadian Industries Limited, Shawinigan Chemicals Limited, Canadian Resins Limited, and Canadian Carborundum Limited.

The Johns-Manville Company Limited at Asbestos, Que., and the National Federation of Mining Industry Employees (CCCL) have agreed on a new two-year agreement covering some 2,200 asbestos miners. A wage increase of three cents per hour, increased statutory holidays and vacation provisions, as well as other benefits, were agreed to.

Agreement is reported between the United Steelworkers of America (CIO-CCL) and the John Inglis Company Limited, Toronto, manufacturers of a varied line of metal products. Wage rates will remain unchanged from the previous contract although other changes were agreed upon.

Manpower Situation in Local Areas

FULL resumption of early summer activities resulted in a substantial reduction in unemployment in virtually all areas of the country. Altogether, 41 areas were reclassified, the largest number of reclassifications since last November. All the shifts but two were in the direction of less unemployment. The exceptions were Windsor and Oshawa, where heavy lay-offs in the automobile industry increased labour surpluses from moderate to substantial proportions.



As a net result of reclassification, the number of substantial labour surplus areas declined to 21 by June 1 from 44 a month earlier. Moderate surplus areas increased from 56 to 65 and areas with a balanced labour market increased from nine to 23.

Unemployment was still considerably higher than in mid-1953. The comparative picture is best seen in the accompanying bar chart, which shows that at June 1 this year 76 per cent of all paid workers in the country were in areas with moderate labour surpluses. Last year the same proportion was in balanced labour market areas and in addition, four per cent in areas of labour shortage.

As might be expected, the manpower situation in May changed most markedly in smaller areas, where employment is more heavily dependent on the seasonal upswing in construction and agriculture. So far, only one metropolitan and two major industrial areas have balanced labour markets, reflecting the employment declines in manufacturing in the early months of this year.

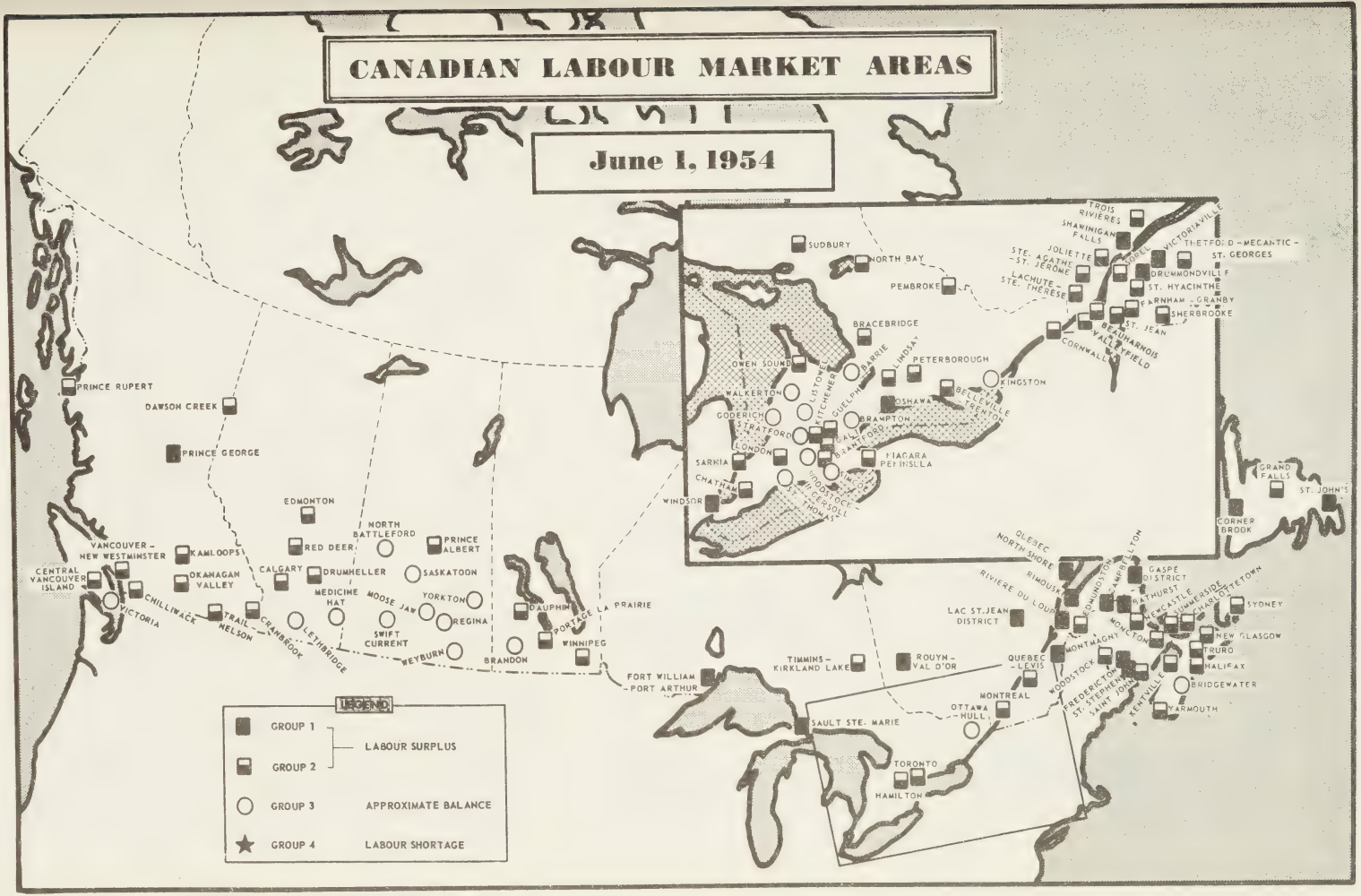
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	June 1 1954	June 1 1953	June 1 1954	June 1 1953	June 1 1954	June 1 1953	June 1 1954	June 1 1953
Metropolitan	2	—	8	3	1	8	—	—
Major Industrial	6	—	19	9	2	17	—	1
Major Agricultural	1	—	5	2	8	10	—	2
Minor	12	3	33	13	12	40	—	1
Total	21	3	65	27	23	75	—	4

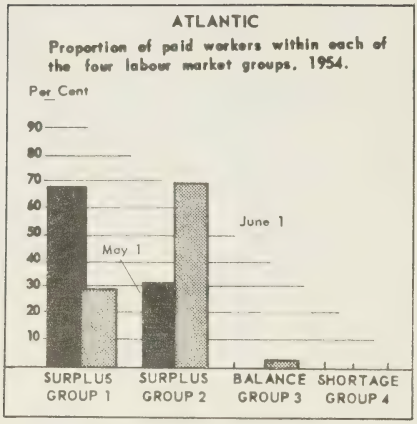
*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, June 1,1954

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's WINDSOR ←	Calgary Edmonton Hamilton Montreal → QUEBEC – LEVIS Toronto → VANCOUVER – NEW WESTMINSTER Winnipeg	→ OTTAWA – HULL	
MAJOR INDUSTRIAL AREAS (labour force 25,000 – 75,000: 60 per cent or more in non-agricultural activity)	Corner Brook Fort William – Port Arthur Lac St. Jean OSHAWA ← Rouyn – Val d'Or Shawinigan Falls	Brantford → CORNWALL → FARNHAM – GRANBY Guelph Halifax → JOLIETTE Kitchener London → MONCTON → NEW GLASGOW Niagara Peninsula Peterborough Saint John Sarnia Sherbrooke Sudbury → SYDNEY Timmins – Kirkland Lake → TROIS RIVIERES	Kingston → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000 – 75,000: 40 per cent or more in agriculture)	Rivière du Loup	→ CHARLOTTETOWN Chatham Prince Albert Red Deer → THETFORD – MEGANTIC ST. GEORGES	→ BARRIE → BRANDON → LETHBRIDGE Moose Jaw → NORTH BATTLEFORD Regina Saskatoon → YORKTON	
MINOR AREAS (labour force 10,000 – 25,000)	Bathurst Campbellton Drummondville Fredericton Gaspé Montmagny Prince George Quebec North Shore Rimouski Sault Ste. Marie St. Stephen Victoriaville	→ BEAUHARNOIS Belleville – Trenton → BRACEBRIDGE Central Vancouver Island Chilliwack → CRANBROOK Dauphin Dawson Creek Drumheller → EDMUNDSTON Galt → GRAND FALLS Kamloops Kentville Lachute – Ste. Thérèse Lindsay → NEWCASTLE → NORTH BAY → OKANAGAN VALLEY → OWEN SOUND Pembroke Portage la Prairie Prince Rupert Sorel → STE. AGATHE – ST. JEROME St. Hyacinthe St. Jean → SUMMERSIDE → TRAIL – NELSON Truro Valleyfield → WOODSTOCK, N.B. → YARMOUTH	Brampton → BRIDGEWATER Goderich Listowel → MEDECINE HAT → SIMCOE → STRATFORD → ST. THOMAS Swift Current → WALKERTON → WOODSTOCK – INGERSOLL Weyburn	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.


CANADIAN LABOUR MARKET AREAS
June 1, 1954
PRINCE RUPERT
DAWSON CREEK
PRINCE GEORGE
EDMONTON
VANCOUVER - NEW WESTMINSTER
KAMLOOPS
CENTRAL VANCOUVER ISLAND
OKANAGAN VALLEY
VICTORIA
CHILLIWACK
TRAIL
NELSON
CRANBROOK
CALGARY
RED DEER
DRUMHELLER
MEDICINE HAT
LETHBRIDGE
NORTH BATTLEFORD
PRINCE ALBERT
SASKATOON
MOOSE JAW
YORKTON
REGINA
SWIFT CURRENT
WEYBURN
BRANDON
DAUPHIN
PORTAGE LA PRAIRIE
WINNIPEG
FORT WILLIAM - PORT ARTHUR
SUDBURY
NORTH BAY
PEMBROKE
BRACEBRIDGE
OWEN SOUND
WALKERTON
GODERICH
STRATFORD
LONDON
SARNIA
CHATHAM
WINDSOR
LISTOWEL
KITCHENER
GUELPH
BARRIE
LINDSAY
PETERBOROUGH
OSHAWA
BRAMPTON
BRANTFORD
HAMILTON
TORONTO
NIAGARA PENINSULA
WOODSTOCK
INGERSOLL
ST. THOMAS
BELLEVILLE
TRENTON
KINGSTON
TIMMINS - KIRKLAND LAKE
ROUYN - VAL D'OR
SAULT STE. MARIE
OTTAWA - HULL
MONTREAL
QUEBEC - LEVIS
TROIS RIVIERES
SHAWINIGAN FALLS
JOLIETTE
STE. AGATHE - ST. JEROME
LACHUTE - STE. THERESE
VICTORIAVILLE
THETFORD - MEGANTIC - ST. GEORGES
DRUMMONDVILLE
ST. HYACINTHE
FARNHAM - GRANBY
SHERBROOKE
ST. JEAN
BEAUHARNOIS
VALLEYFIELD
CORNWALL
GRAND FALLS
ST. JOHN'S
CORNER BROOK
QUEBEC NORTH SHORE
RIMOUSKI
RIVIERE DU LOUP
LAC ST. JEAN DISTRICT
GASPÉ DISTRICT
EDMUNDSTON
CAMPBELLTON
BATHURST
NEWCASTLE
SUMMERSIDE
CHARLOTTETOWN
SYDNEY
NEW GLASGOW
MONCTON
MONTMAGNY
TRURO
HALIFAX
WOODSTOCK
FREDERICTON
ST. STEPHEN
SAINT JOHN
KENTVILLE
BRIDGEWATER
YARMOUTH
LEGEND
GROUP 1
GROUP 2
LABOUR SURPLUS
GROUP 3
APPROXIMATE BALANCE
GROUP 4
LABOUR SHORTAGE



SEASONAL expansion of employment accelerated in the Atlantic region during May. After a small increase of 6,000 during April, the total number of persons working full or part time increased by 38,000 to a total of 468,000 during the four-week period ending May 22. This was about equal to the increase that occurred during the same period last year. Total employment in the region, however, remained lower than last year, partly because of withdrawals from the labour force and partly because of the higher number of unemployed.

A year-to-year decline in jobs occurred in almost all industries in the region. Manufacturing employment was lower during April than at any time during the last three years and was seven per cent below last year's in Nova Scotia and six per cent below in New Brunswick. Reduced activity in textile and iron and steel plants accounted for most of this drop but saw and planing mills were also operating below capacity. Completion of the large defence projects and the retarding effects of bad weather were the principal causes of lower employment in the construction industry; the year-to-year drop amounted to 30 per cent in Newfoundland. A considerable increase in construction activity was expected, however, since investment intentions, as surveyed at the end of 1953, indicate increases in construction in all four provinces of the region.

Increases in employment during May resulted in the reclassification of 10 areas. With these changes, one area had a balanced labour market, 14 had moderate and six had substantial labour surpluses at the beginning of June, compared with nine in balance, 11 with moderate and one with a substantial surplus at the same time last year.

Metropolitan and Major Industrial Areas. Labour requirements increased in St. John's during the month, following a seasonal rise in coastal navigation, fishing, trucking and construction activities. As a result, the substantial labour surplus that existed during April was sharply reduced, though not sufficiently to result in a reclassification of the area.

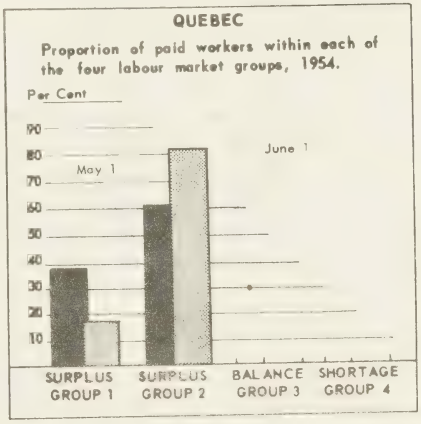
The Drummond Coal Company in the New Glasgow area resumed operations and rehired approximately 300 coal miners. At the same time, factory employment increased in the area as fish catches were sufficient to keep processing plants operating at full capacity. In Sydney, labour surpluses decreased following some strenghtening in the demand for labour by the construction and shipping industries and the recall of 170 workers by the Sydney Steel Plant. The sharpest reduction in unemployment occurred in the Moncton area, chiefly as a result of increased

hirings in the construction industry. Corner Brook, where a considerable number of loggers were still without jobs, remained in the substantial surplus category.

Major Agricultural and Minor Areas. Seasonal expansion of employment in the lumbering, fishing and construction industries reduced the surplus of labour in Bridgewater and brought the area from the moderate surplus to the balanced category. Labour supplies were also reduced in the other 13 areas following increases in agricultural and other outdoor activities. At the beginning of June, four areas had substantial labour surpluses, compared with 11 a month earlier.

QUEBEC

MOST outdoor activities increased during May in accordance with the usual seasonal trend in the Quebec region. Although some seasonal industries were retarded because of cool and damp weather, construction work was well under way in most areas and sawmills and mines were operating without interruption since supplies could move freely again on the highways. Persons at work increased by an estimated 46,000 in the month ending May 22, bringing the total to 1,411,000. This was 29,000 fewer than at the same time a year ago.



Employment in the aircraft and shipbuilding industries remained unchanged in the first quarter of this year in contrast to a steady rise in the first three months of 1953. Similarly, no employment expansion occurred in the electrical apparatus industries this year and employment in the primary iron and steel industries declined, while last year it held steady. On the other hand, expansion continued in the pulp and paper, non-ferrous smelting and refining and chemical products industries.

All areas in the region continued to have substantial or moderate surpluses during the month despite the seasonal upswing of activity. Seven areas were reclassified from the substantial to the moderate surplus category, bringing the total in this category to 14. This left ten areas with substantial surpluses at the beginning of June, compared with two a year ago.

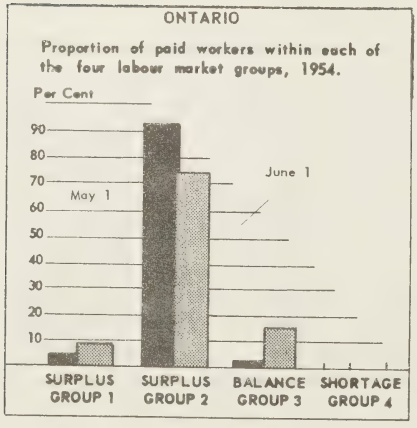
Metropolitan Areas. No employment increases occurred in textiles, railway rolling stock or in various iron and steel industries in Montreal in May. Seasonal activities were expanding, however, and labour surpluses declined steadily during the month. The slow movement of grain and other exports through Montreal resulted in lack of employment for some longshoremen and stevedores.

Construction workers in Quebec City continued in surplus supply but a relatively large building program was taking shape with more industrial projects and housing planned than a year ago; the area was reclassified from the substantial to the moderate surplus category.

Major Industrial Areas. Weather conditions continued to improve in the northern areas so that the river drive increased and sawmills were able to resume activities. Construction was also increasing seasonally, bringing Joliette and Trois Rivières from the substantial to the moderate surplus classification. Despite some increase in employment, substantial surpluses persisted in Lac St. Jean, Rouyn-Val d'Or and Shawinigan Falls. These areas were affected by the decline in jobs resulting from the completion or near-completion of various resource development projects. Employment declines and short-time continued in the textile industry, although the seasonal increase in activity was sufficient in Farnham-Granby to reduce the labour surplus from substantial to moderate proportions.

Major Agricultural and Minor Areas. Workers unemployed in the Gaspé, Quebec North Shore and Montmagny areas during the winter were gradually returning to fishing, farming and similar types of work. More than 4,000 men in the area were engaged in excavation and construction activities at the Bersimis dam site. Despite the general increase in employment, these as well as four other agricultural and minor areas remained in the substantial labour surplus category. Low levels of employment in the primary and secondary textile industries partially caused substantial labour surpluses to continue in Drummondville and Victoriaville.

ONTARIO



SEASONAL increases in the construction, agricultural and lake shipping industries were somewhat slower than usual during early spring but outdoor activity accelerated in Ontario during May. The number of persons at work increased by 78,000 during the month ending May 22, bringing the total seasonal increase in employment to 92,000 since the winter low point this year. Last year, a corresponding increase of 48,000 occurred between April and May and the total increase from the low point in 1953 was 84,000.

At May 22, 1954, approximately 1,895,000 persons were at work in the region, an increase of about 54,000 from last year's figure. However, an even greater increase occurred in the labour force, so that the number of persons seeking work was more than double last year's.

Activity in most manufacturing industries this spring has been either fairly stable or declining slightly. At April 1, manufacturing employment in Ontario was five per cent lower than at April 1, 1953. The largest year-to-year declines were in the textiles, clothing, leather goods, iron and steel and wood products industries. Slight year-to-year increases were recorded, however, in the non-ferrous metals, motor vehicles, electrical apparatus and supplies, non-metallic mineral products and chemical products industries. During May, substantial employment reductions occurred in the motor vehicles and agricultural implements industries. Nevertheless, despite the gradual decline in manufacturing employment during the past several months, labour surpluses were reduced as seasonal requirements for construction, farm, lake transportation and sawmill workers increased.

During the month, seven areas moved into the balanced labour market category, four moved from the substantial to the moderate surplus category and two, Oshawa and Windsor, were reclassified from the moderate to substantial surplus category. By the beginning of June, 11 areas had balanced labour markets, 20 had moderate surpluses and three, Oshawa, Sault Ste. Marie and Windsor, had substantial labour surpluses.

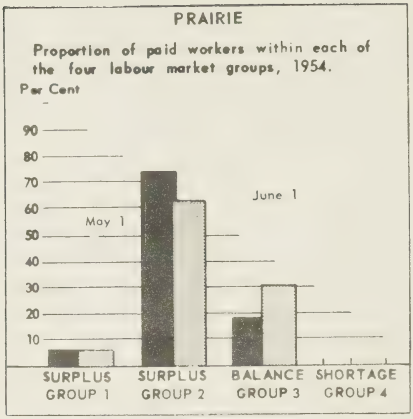
Metropolitan Areas. Seasonal increases in construction absorbed substantial numbers of workers in the Hamilton and Toronto areas during May although the increase was insufficient to cause reclassification of these areas. In Windsor, lay-offs in the automobile industry brought the area from the moderate to the substantial surplus category. The strong demand for construction workers in Ottawa-Hull brought that area into balance.

Major Industrial Areas. Labour surpluses declined slightly in nearly all the major industrial areas during May but in most centres unskilled factory workers are still in surplus. In Cornwall, the beginning of some large construction projects together with some re-hiring in the textile and clothing industries reduced the labour surplus. On the other hand, the motor vehicle lay-offs brought Oshawa into the substantial surplus category. Kingston was still the only major industrial area with a balanced labour market.

Major Agricultural and Minor Areas. Increased hirings in the agricultural and construction industries brought Barrie, Simcoe, Stratford, St. Thomas, Walkerton and Woodstock-Ingersoll into the balanced category during May; Bracebridge, North Bay and Owen Sound moved into the moderate surplus category; Belleville-Trenton, Chatham, Galt, Lindsay, and Pembroke remained in the moderate and Sault Ste. Marie in the substantial surplus category.

PRAIRIE

ECONOMIC activity in the Prairie region showed a decided increase during May and employment was at almost the same level as last year. The number of persons at work either full or part time, rose by 67,000 during the month to 921,000 at May 22. This employment increase was more than twice as great as in the same period in 1953, largely because activity was retarded in April this year but accelerated considerably in



May. Consequently, the employment total at May 22 was only 15,000 lower than a year earlier, compared with a year-to-year difference of 52,000 in April.

The year-to-year decline in activity was largely concentrated in coal mining, transportation and manufacturing, particularly the manufacture of transportation equipment, iron and steel products and clothing. Farm labour demand was lower than last year, partly because rain delayed seeding operations and reduced wheat acreage. Construction employment at April 1 was five per cent lower than a year earlier; during May, however, construction activity showed a marked upswing.

As a result of an upturn in construction and agriculture, balanced labour markets developed in an additional five agricultural and minor areas, bringing the number in this category to ten. Of the remainder, nine areas had moderate labour surpluses and one (Fort William-Port Arthur) remained in the substantial surplus category. Last year at this time only one area had a labour surplus, 16 were in balance and three had labour shortages.

Metropolitan Areas. Increasing activity substantially reduced labour surpluses in Winnipeg, Edmonton and Calgary but did not quite bring these areas into balance, largely because of a continuing influx of workers. Job applications at NES offices in these three cities declined by about one-third during the month but were still almost twice as numerous as last year at June 1. The employment increase was greatest in Calgary and was particularly marked in construction. In Edmonton, labour surpluses were slow to diminish because of a smaller movement of woods and mine workers to British Columbia and because of continued wet weather.

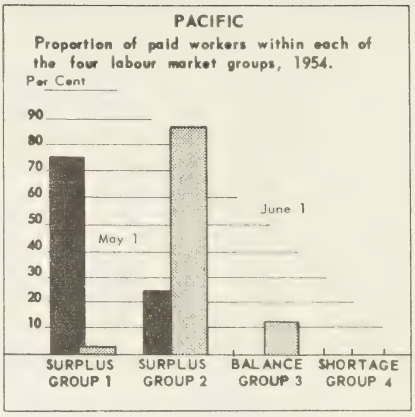
About 2,000 woods workers were rehired in Fort William-Port Arthur, reducing the labour surplus by one-third. However, other activities in the area continued at substantially lower levels than last year. As a result of the slow movement of grain, the number of seamen and railway workers employed in the area showed a year-to-year drop of 24 per cent, while employment in shipbuilding and aircraft manufacturing was down by 30 per cent. At the end of May, twice as many workers were registered at NES offices in this area as a year earlier.

Major Agricultural and Minor Areas. A seasonal upturn in demand for farm and construction labour resulted in balanced labour markets in Brandon, Lethbridge, Medicine Hat, North Battleford and Yorkton. A condition approaching shortage developed in Regina in spite of a steady influx of workers attracted by reports of a heavy construction program.

PACIFIC

A GENERAL seasonal rise in employment occurred in the Pacific region during May. Warmer weather permitted increased activity in agriculture, logging, sawmilling and construction and halibut fishing got under way.

This stimulated activity generally and affected labour requirements elsewhere, notably in transportation and in some manufacturing industries. As a result, the number of persons at work increased from 393,000 to 401,000 during the month ending May 22, compared with 410,000 in May, 1953.



In most areas, the tempo of logging operations increased because of strong demand for logs and because of favourable weather. The lumber market was also strong and sawmill activity increased during the month. Shingle, plywood, and pulp and paper mills were busy, as were cement and chemical plants and machine shops in some areas. There was little change in employment in mining and shipbuilding. Although the construction industry was busier than in April, employment remained lower than a year earlier.

In May, labour requirements increased in all areas except Prince George, where impassable roads prevented normal logging and sawmilling operations. Several labour market areas were reclassified during the month—Cranbrook, Okanagan Valley, Trail-Nelson and Vancouver-New Westminster from the substantial to the moderate labour surplus category and Victoria, from the moderate surplus to the balanced category. At the beginning of June, one labour market area (Prince George) was in the substantial and eight were in the moderate labour surplus category and one (Victoria) was in balance. At the corresponding date in 1953, two areas had a moderate labour surplus and eight were in the balanced category.

Metropolitan and Major Industrial Areas. In the Vancouver-New Westminster area, labour demand increased considerably in May, mainly because of increased activity in logging, sawmilling, construction and transportation and in several manufacturing industries. Plywood, pulp and paper, and shingle mills were also busy. The increase in construction activity was steady but full scale operations had not been reached by the end of the month. Additional men were required for railway maintenance. The resulting decline in available workers was sufficient to move the area into the moderate labour surplus category.

In Victoria, the only area in the region to move into the balanced category during the month, labour demand increased moderately, construction being the most important contributing factor. The logging industry was operating steadily but on a smaller scale than in 1953.

Minor Areas. Activity increased in most minor areas during May, particularly in logging and sawmilling but also in transportation and in machine shops. The construction industry was operating only at a moderate level. Employment rose in the transportation industry owing to the increasing demand for logs and lumber.

Current Labour Statistics

(Latest available statistics as of June 10, 1954)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a)	May 22	5,392,000	+ 2.6	+ 1.3
Persons at work 35 hours or more	May 22	4,729,000	+63.6[1]	+ 0.2
Persons at work less than 35 hours	May 22	351,000	−82.1[1]	− 9.5
Usually work 35 hours or more	May 22	128,000	−92.7[1]	− 27.7
On short time	May 22	44,000	− 25.4	+ 76.0
Usually work less than 35 hours	May 22	223,000	+ 9.9	+ 5.7
Persons with jobs not at work	May 22	95,000	− 12.9	− 4.1
Usually work 35 hours or more	May 22	92,000	− 13.2	− 4.2
Usually work less than 35 hours	May 22	*	0.0	0.0
Persons without jobs & seeking work	May 22	217,000	− 28.4	+ 90.4
Persons not in the labour force	May 22	4,842,000	− 1.2	+ 3.4
Registered for work, NES (b)				
Atlantic	May 20	47,411	− 38.3	+ 34.6
Quebec	May 20	115,839	− 38.3	+ 40.1
Ontario	May 20	110,227	− 22.3	+ 117.1
Prairie	May 20	48,239	− 33.0	+ 86.3
Pacific	May 20	36,361	− 29.5	+ 30.2
Total, all regions	May 20	358,077	− 32.4	+ 60.9
Ordinary claims for Unemployment Insurance benefit	May 1	338,374	− 18.1	+ 57.2
Amount of benefit payments	April	$25,381,926	− 21.1	+ 54.9
Index of employment (1949 = 100)	April 1	105.5	− 1.0	− 4.1
Immigration	March	13,309	+ 94.7	+ 23.0(c)
Industrial Relations				
Strikes and lockouts — days lost	May	31,040	—	+ 82.2(c)
No. of workers involved	May	3,341	—	+ 10.3(c)
No. of strikes	May	20	—	+ 7.2(c)
Earnings and Income				
Average weekly wages and salaries	April 1	$59.06	− 0.3	+ 3.0
Average hourly earnings (mfg.)	April 1	$ 1.41	+ 0.4	+ 4.6
Average hours worked per week (mfg.)	April 1	40.9	− 0.5	− 2.9
Average weekly earnings (mfg.)	April 1	$57.71	− 0.1	+ 1.6
Consumer price index (av. 1949 = 100)	May 1	115.5	− 0.1	+ 1.0
Real weekly earnings (mfg. av. 1949 = 100)	April 1	119.7	− 0.3	+ 0.8
Total labour income $000,000	March	941	− 0.6	+ 1.8
Industrial Production				
Total (average 1935 − 39 = 100)	March	237.7	− 0.6	− 3.7
Manufacturing	March	250.8	+ 0.1	− 5.6
Durables	March	305.0	− 1.5	− 8.7
Non-Durables	March	216.2	+ 1.6	− 2.5

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

[1] Good Friday fell in the survey week.

Notes of Current Interest

Two of Cabinet to Give Anti-Discrimination Talks

Hon. Milton F. Gregg, Minister of Labour, and Hon. Walter Harris, Minister of Citizenship and Immigration, will be two of the eight speakers in the series of radio broadcasts on anti-discrimination that will be carried over 55 stations beginning during the week of June 27.

It was previously reported (L.G., May, p. 644) that 54 stations would broadcast the series, which is sponsored by the Department of Labour in co-operation with the Canadian Council of Christians and Jews. Since then Station CFAB at Windsor, N.S., has been added to the list.

Mr. Harris will give the introductory address for the series during the week of June 27. Mr. Gregg will give the final talk of the series, during the week of August 15, on the operation of the Canada Fair Employment Practices Act and the accomplishments hoped for from the Act.

Other speakers and the subjects of their talks, with the date of broadcasts in parentheses, are: Ralph Allen, Editor, Maclean's Magazine, "Discrimination and Democracy in Canada" (week of July 4); Dr. J. D. M. Griffin, General Director, Canadian Mental Health Association, "Discrimination: What it Does to Man" (week of July 11); Lister Sinclair, well-known Canadian radio writer, actor and critic, "Ignorance: Discrimination Cannot Live Without It" (week of July 18); the Rev. D. Jones, National Director, Canadian Council of Christians and Jews, "The Churches Look at Discrimination" (week of July 25); E. P. Taylor, prominent Canadian industrialist, "Discrimination: What It Does to Business" (week of August 1); and Claude Jodoin, Vice-president, Trades and Labour Congress of Canada, "Discrimination: What It Does to Trade Unions" (week of August 8).

The 15-minute programs will be scheduled by individual stations at times during the weeks mentioned that are convenient to them.

The series is being made available also to any English-language station in Canada not included in the present list (L.G., May, p. 644). Copies of the scripts of the broadcasts will be available from the Information Branch, Department of Labour, Ottawa.

Old Age Assistance Recipients Increase

The number of persons receiving old age assistance in Canada increased from 91,865 at December 31, 1953, to 93,273 at March 31, 1954.

The Federal Government's contributions under the federal-provincial scheme totalled $5,154,532.50 for the quarter ended March 31, 1954, compared with $5,090,883.71 in the preceding quarter. Since the inception of the Act, the Federal Government has contributed $41,694,228.46.

Federal expenditures for the fiscal year 1953-54 amounted to $20,288,152.60, an increase of $1,159,315.23 over the expenditures of $19,128,837.37 in 1952-53.

As at March 31, 1954, the average monthly assistance in the provinces paying a maximum of $40 a month ranged from $33.47 to $37.77, except for one province where the average was $25.88. In Newfoundland, which pays a maximum of $30 a month, the average was $29.21.

8,200 Blind Persons Now Receive Allowance

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,184 at December 31, 1953, to 8,214 at March 31, 1954.

The Federal Government's contributions under the federal-provincial scheme totalled $724,400.20 for the quarter ended March 31, 1954, compared with $725,345.60 in the preceding quarter. Since the inception of the Act, the Federal Government has contributed $6,620,768.31.

Federal expenditures for the fiscal year 1953-54 amounted to $2,914,102.07, a decrease of $71,114.93 from the expenditure of $2,985,217 in 1952-53.

As at March 31, 1954, the average monthly allowance in the provinces ranged from $37.12 to $39.49. In all provinces the maximum allowance paid was $40 a month.

Canadian Credit Unions Total 3,548

The number of credit unions in Canada has increased from 100 to 3,548 in the last 32 years, according to figures given in the *Credit Union Yearbook,* just published. In the United States, credit unions have grown in number from 190 in 1921 to a total of 14,152 last year.

90913—2

Board Suggests Clause Defining Security Duties

On May 25 the Minister of Labour received the majority and minority reports of the board of conciliation appointed to deal with a dispute over the negotiation of a first collective agreement between the Eldorado Mining and Refining Limited at Uranium, Sask., and the International Union of Mine, Mill and Smelter Workers.

Because, under the Atomic Energy Control Act, 1946, an order has been issued designating the company's premises as "a protected place" and because, the board pointed out, that order makes the company responsible "for the maintenance of adequate security measures for the work carried out by it," the report recommends the insertion of a clause that would make it clear that the company has that responsibility.

For the same reason the board recommended against granting the union permission to hold regular meetings on company premises.

The report also contains recommendations concerning statutory holidays, shift differentials, wage increases and union security.

The majority report, signed by the chairman and the union nominee, recommended the adoption of the voluntary revocable check-off. The company nominee, pointing out that the agreement will be the first between the company and the union and the local union is "new and untried", would not concur in the recommendation for inclusion of a voluntary revocable check-off clause.

"I do not feel a union should normally be given this right until it has had time to prove itself," he wrote.

Another reason for his non-concurrence in the recommendation dealing with union security, the only one on which he disagreed with the majority report, was:—

"It was obvious to me that the company was genuinely concerned with the communistic affiliations of some of the top officers of the International Union of Mine, Mill and Smelter Workers. I quite understand their reluctance to grant any type of union security."

The majority report constitutes the report of the Board.

The chairman was the Hon. Mr. Justice H. F. Thomson of Regina; the company nominee, P. N. Pitcher of Yellowknife and the union nominee, Leo Nismick, MLA, Kimberley, B.C.

The full text of the reports will appear in the July issue of the LABOUR GAZETTE.

Advisory Committee on Rehabilitation Meets

Resolutions aimed at closing the gaps still existing in essential civilian rehabilitation services in Canada were approved at the fifth meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons in Ottawa May 5-8. The resolutions were drafted by the group's three sub-committees.

The sub-committee on medical services and professional personnel said that great progress had been made possible by the various federal-provincial agreements and grants for rehabilitation and health. It was suggested that means be found, through these grants or otherwise, to enable medical rehabilitation to be provided for disabled persons, through existing services. The question of maintenance allowances for persons under treatment was also discussed.

The sub-committee endorsed in principle allowances for totally disabled persons but recommended that rehabilitation assessment teams should be available in each province to make sure that applicants for this allowance get rehabilitation services in those cases where their disabilities can be successfully treated.

Professional Personnel

The sub-committee was also concerned with the supply of professional personnel to staff the rehabilitation program. They requested that data be secured on professional personnel in Canada who were engaged in rehabilitation and physical medicine. They requested also that a survey be made of Canadian university courses in fields connected with rehabilitation, and that the Federal Government meet with the deans of medical faculties to explore the possibility of organizing rehabilitation courses in medical schools.

The sub-committee on vocational guidance and training recommended that counselling services be available in each province for rehabilitated persons who can be fitted for employment, so that they can receive the vocational training necessary to fit them for a suitable job.

The sub-committee on placement and publicity stressed the importance of fostering the interest of employers in the employment of the handicapped, since placement in a suitable job is the ultimate goal of all rehabilitation.

The committee thought it advisable to secure more information on vocational adjustment workshops and sheltered workshops in Canada. The members were also concerned with the special problems of those handicapped workers who, after

rehabilitation, return to jobs where they are self-employed, and of those handicapped housewives who return to their home duties. The members considered that more knowledge of these problems was needed, and recommended that public and private agencies be asked to provide details of their experience with such handicapped persons, including the details of the special tools and appliances needed.

Canada's program of rehabilitation for the civilian disabled has reached a new stage of development in recent months, Ian Campbell, National Co-ordinator of Civilian Rehabilitation, told the Committee at the opening session.

Eight provinces have now signed agreements which will lead to the appointment of provincial co-ordinators of rehabilitation and some of the emphasis in the federal-provincial program must now swing to the plans which are shaping up in the provinces, Mr. Campbell said. Developments in the provinces will be influenced by the historical background, the wishes and the peculiar needs of each province; but the National Committee will assist them by continued work on such problems as the clarification of the parts played by the different professions in the rehabilitation team, the securing of vocational guidance and training with maximum use of local facilities, and the stimulation of acceptance of the handicapped as employees.

The meeting was opened by the Chairman, Dr. G. Fred McNally, of Edmonton, who greeted the recently-appointed provincial co-ordinators from Alberta, Saskatchewan, Manitoba and New Brunswick. Vice-Chairman of the Committee is the Rev. J. C. Beaudin, of Montreal.

Hon. Paul Martin

The opening session was addressed by Hon. Paul Martin, Minister of National Health and Welfare, who, speaking of the new pension plan for totally disabled persons, assured the Committee that the Government, while feeling that such pensions were needed at the present time, had not overlooked the importance of rehabilitation of the disabled to enable them to contribute to their own support. He said that applicants for pensions will receive rehabilitation when they can benefit from it.

The National Advisory Committee on the Rehabilitation of Disabled Persons, whose term of office expired at the end of last year, was reconstituted by Order in Council, effective January 1, 1954.

Dr. McNally was re-appointed Chairman; Father Beaudin, Vice-Chairman.

As before, the 35-man committee includes representatives of all the groups and agencies working in the rehabilitation field —the voluntary health and welfare agencies, the medical profession, organized employers, organized labour and the universities. Each of the provincial governments is represented, as well as the federal departments of Labour, Health and Welfare, and Veterans Affairs.

Farmer-Labour Group Holds First Meeting

The first formal meeting of the Canadian Farmer-Labour Economic Council, held in Winnipeg April 28, urged government action to improve economic conditions of the two groups.

The Council was established last January when farm and labour union representatives met in Ottawa. The Council is composed of 12 members, three representatives each from the Trades and Labour Congress of Canada and the Canadian Congress of Labour; two from the Interprovincial Farmers' Union; and one each from the Farmers' Union in Ontario, Manitoba, Saskatchewan and Alberta.

After a discussion of "parity" prices for agricultural products, the Council voted to set up a committee to investigate ways of ensuring fair returns to farmers. Members of the committee will be L. E. Wismer, Research Director of the TLC, Eugene Forsey, CCL Research Director, and a research representative to be named by the Saskatchewan Farmers' Union.

The Council also agreed to establish a committee to draw up joint submissions dealing with problems common to the two groups to be presented to the Federal Government. The submissions would be approved by the Council before presentation.

Other matters discussed by the Council included improvements in credits and the general economic picture, a general educational program, possibility of labour courts to examine controversies before declaration of a strike, immigration, producer marketing boards, and unemployment.

J. L. Phelps, President of the Saskatchewan Farmers' Union, was elected Chairman of the Council, with two co-chairmen: Percy Bengough, President of the TLC, and A. R. Mosher, President of the CCL. Mrs. Bernice Norman, President of the Women's Section of the Saskatchewan Farmers' Union, was elected secretary.

The Council plans to meet at least twice a year in future.

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Labour Raps Joblessness, CCA Asks Wage Restraint

A labour leader attending the Ontario CCF annual convention in Toronto in May said that "in one week alone there are enough lost work hours through unemployment to build the entire Toronto subway system."

He was speaking in support of a resolution before the convention dealing with unemployment in Canada. Other union representatives said that "unemployment is spiraling our economy toward a depression such as the country went through in the thirties".

According to Dominion Bureau of Statistics figures, industrial employment in Canada was at a lower level in April this year than it was both a month earlier and in April 1953. The Bureau's advance industrial composite index, on the 1949 base, stood at 105·5, compared with 106·6 in March and 110·0 at April 1 last year.

Weekly wages and salaries disbursed by the larger industrial establishments throughout Canada showed a reduction of 1·3 per cent in April and were 0·7 per cent lower than at April 1 a year ago. In manufacturing, the decrease in the month amounted to 0·4 per cent, and in the year to 1·2 per cent.

The advance general figure of per capita weekly wages and salaries was $59.06. This was slightly lower than the March 1 average of $59.22 but three per cent higher than at April 1, 1953. Per capita earnings in manufacturing stood at $61.21, a new maximum, as compared with $61.13 a month earlier and $59.43 a year earlier.

Other DBS figures show that Canadian labour income for February this year increased. It was estimated at $947,000,000, up $6,000,000 from the preceding month and $27,000,000 or nearly three per cent higher than a year earlier. This brought the cumulative total for the first two months of the year to $1,888,000,000 as compared with $1,848,000,000 at the same time last year.

The President of the Canadian Construction Association warned recently that "the results of current wage negotiations in the construction trades will have an important bearing on whether or not the prospects for the 1954 building program will be realized."

Speaking to members of the Windsor Builders' Exchange in May, CCA President Raymond Brunet said the total of construction contracts awarded to date this year is 16 per cent below that for the same period in 1953, and the level of activity is quite uneven in the various regions.

"Unemployment in the industry, although decreasing, is still appreciable and new undertakings are slow in getting started," he said.

The CCA President said that owners needed assurances concerning construction cost stability and that prices for new projects would not be out of line.

"Given these assurances," he said, "the industry feels that a high level of construction work and employment may be expected in 1954 and 1955."

U.S. Unemployment Shows First Sizeable Decrease

Fewer people were unemployed and more had jobs in April than in March of this year in the United States according to reports issued recently by Secretary of Labour James P. Mitchell and Secretary of Commerce Sinclair Weeks. Employment increased in agriculture, trade, construction and other seasonal industries but continued to decline in manufacturing industries.

Between early March and early April, total employment rose by half a million to 60·6 million while unemployment declined 260,000 to 3,465,000. By the week of April 24, state unemployment benefit claims totalled 2,202,000. Agricultural employment continued its spring expansion, rising from 5·9 million to 6·1 million, while total non-farm employment increased by 125,000 to 47·9 million during the period under review.

In the manufacturing industries, employment declined by about 250,000 between March and April to 16 million. In non-durable goods, the employment decline of 100,000 was primarily seasonal. In the durable goods industries, the drop of 150,000 reflected a continuation of the downturn of recent months. The manufacturing employment level this April was 1·3 million below that of last April.

The proportion of all civilian workers without jobs fell from 5·8 to 5·4 per cent. However, the current rate of unemployment is considerably higher than in most other Aprils since the Second World War and roughly equal to the April figures for 1949 and 1950.

Manufacturing plants reduced their hiring rates from an average of 28 per 1,000 employees in March to 24 per 1,000 in April, the lowest rate for that month in recent years, the U.S. Department of Labor's Bureau of Labor Statistics reported. During the same period, the manufacturing

lay-off rate remained virtually unchanged at 24 per 1,000 employees, the highest April rate for five years.

In the face of a continued decline of employment in the heavy goods industries, labour organizations have requested the United States Government to launch a federal spending program and to reduce workers' taxes in order to create new jobs. The program would include public works and housing construction. The demands came from the International Association of Machinists (AFL), the United Steelworkers of America (CIO) the United Mine Workers of America, and others.

Referring to the recent decrease in unemployment, Secretaries Weeks and Mitchell in a joint statement reported that the "drop in unemployment, although seasonal, was the first sizeable decrease since the start of the employment downturn last summer". Walter P. Reuther, President of the CIO, remarked that the recent figures on the unemployment decline "do not show any sign of the recovery that the Administration and business leaders have been promising us." He added that the administration "should move at once to raise purchasing power" by higher income tax exemptions, higher unemployment insurance benefits, higher minimum wages and a public works program.

A warning that the country's unemployment would continue to rise unless production is $15,000,000,000 higher in 1954 was voiced by Dr. Gerhard Colm, chief economist of the National Planning Council. Dr. Colm stated: "Considering the continuing rise in output per man-hour and allowing for some small growth in the labour force, it appears that a satisfactory level of employment at the end of 1954 would require a level of total production of around $15,000,000,000 above that of the end of 1953. If Government purchases are lower, as under the present plan, it follows that private demand should rise by more than $15,000,000,000. This demonstrates that it is not enough to have consumer expenditures and business levels continue at or near levels prevailing at the time the report was written."

A better-than-even chance for an upswing in the economy was predicted recently by the prominent Harvard University economist, Sumner H. Slichter. Prof. Slichter stated that since last August the United States has been going through a "new, limited, kind of recession". He pointed out that unlike previous recessions, capital expenditure for plant and equipment, spending for research, and spending by the public for construction had not fallen off severely. He added that spending for services is on the rise and that retail sales figures for April indicate no decline or only a negligible one.

(The Bureau of Labor Statistics announced last month that construction activity in the United States continued at record levels in April. Total dollar outlays for new work rose 9 per cent to $2·8 million. The gain was about usual for this time of year, the Bureau reported, and brought expenditures in the first four months of 1954 to more than $10 billion, slightly above the 1953 figure for the corresponding period.)

George Meany, President of the American Federation of Labor, stated recently that "we cannot afford 4 or 5 million unemployed as a permanent condition". Meany called for an immediate conference of representatives of labour, business, farm and government to work out proposals for action on the unemployment situation. Calling for substantial increases in both personal consumption and investment, the AFL President remarked that "right now we are long on ability to produce and short on ability to buy".

He urged an increase in the buying power of consumers as the first step in remedying the situation and in stimulating investment into facilities needed for future production.

In a radio address, William F. Schnitzler, AFL Secretary-Treasurer, urged the federal government to undertake a three-point program to combat unemployment. The program would include tax reductions for persons with low incomes, the encouragement of a large housing program to provide low-priced houses and federal aid for new school construction and other necessary public works.

Tolpuddle Martyrs Story Retold on CBC Program

The story of the Martyrs of Tolpuddle was retold May 26 over CBC Wednesday Night when a play, "Six Men of Dorset", was presented. The play, written by two English dramatists, Miles Malleson and H. Brooks, recounts how six village labourers tried to raise their living standards by lawful means in the England of 100 years ago. The play was adopted for radio by Margot Lassner and John Carter, and was produced by Esse W. Ljungh.

An account of the trial of the Tolpuddle martyrs, their deportation to Australia, their pardon and eventual settlement in Ontario, appeared in the 50th anniversary edition of the Labour Gazette, September 1950, p. 1408.

Steel Union in U.S. Makes 1954 Contract Demands

Demands including a guaranteed annual wage, a wage increase, improved hospitalization and pension plans and better terms on such contract items as overtime, vacations and holidays have been submitted to the United States Steel Corporation by the United Steelworkers of America (CIO).

Neither the corporation nor the union has released details of the union demands but it has been reported in United States newspapers that they total the equivalent of a 50-cent-an-hour increase. These reports say that the union demands also include an extensive social insurance plan financed entirely by management and a full union shop to replace the modified form of union shop now in effect in most of the country's steel industry. The union demands add up to a security plan that would protect the worker against the risks of old age, illness and unemployment.

Negotiations between the Steelworkers and U.S. Steel are regarded as being of national importance in the United States because:—

1. U.S. Steel is the biggest producer and usually sets the pattern followed by other basic steel producers.

2. The steel industry is the backbone of the country's economy and steel prices do much to determine the overall cost of living.

3. The steel union is one of the pace setters of American labour.

A major objective, according to the report, is a company paid retirement plan providing benefits of $175 to $185 a month —$100 plus social security payments of $75 to $85 a month—for workers retiring at age 65 after 25 years of service. Under the union's formula, the retirement benefit would equal one per cent of an employee's average monthly salary, multiplied by all his years of service up to a maximum of 25 years.

Regarding the welfare and insurance provisions, the Steelworkers are reportedly seeking a disability retirement benefit of $75 a month, in addition to regular retirement pay, for disabled employees, up to age 65. In addition, the number of years service required to qualify for a pension would be reduced to 10 from 15 and the company would pay the entire cost of medical, surgical and hospitalization benefits. The latter costs are at present shared equally by management and labour.

With reference to the guaranteed annual wage, it is reported that the CIO union is seeking a program whereby the worker who is laid off will receive 32 times his standard hourly rate for a maximum of 52 weeks minus unemployment insurance benefits and any income earned in excess of $10 a week. Benefits would be financed by company payments made to a trust fund. In view of the fact that the steel industry is now operating well below its rated capacity, it is not expected that the Steelworkers will press this demand. At present, approximately 190,000 steelworkers are jobless while 250,000 others work less than 40 hours a week, out of a total of about 600,000 workers in the basic steel industry.

The Steelworkers contract with the United States Steel Corporation expires on June 30.

GE Offers Pay Increase, Rejects Guaranteed Wage

The General Electric Company in the United States recently offered a wage increase of 2·68 per cent to employees represented by two unions, the International Union of Electrical Workers (CIO) and the United Electrical Workers, an independent group. This move, according to Sidney Fish writing in the New York *Journal of Commerce*, is expected to avert a strike in the electrical equipment industry and help to set a pattern for 1954 in other major industries.

The general wage increase averages out at more than five cents per hour, with a minimum of four cents. Workers in the top brackets will receive as much as seven or eight cents per hour. The percentage increase has been used successfully by General Electric in recent years to keep rates of different skills from getting out of line.

The company offer was made to 220,000 employees represented in its 132 plants. These employees are represented by the IUE and the rival UE. The company also extended the offer to other union and non-union employees.

In earlier meetings, General Electric said it regarded the guaranteed annual wage demand of the IUE as impractical (see page 770).

In addition to the wage rise, the company offered several other economic provisions, including an alternate holiday with pay when a legal holiday falls on Saturday, and an improved pension plan. Under this, the full vacation allowance, rather than *pro rata* amounts, would be given to employees leaving the company after January 1.

General Electric also proposed that the two unions set September 15, 1955, as the common date for the expiration of any new contract. The company's present contract with UE runs to April 1, 1955, but its IUE contract expires this month.

IUE spokesman called this suggestion "harsh", since it would bind their union for 15½ months before it could reopen wage talks with the company.

In addition to the guaranteed annual wage, IUE had also demanded a "substantial" wage rise.

CIO Conference Urges Boost in Buying Power

Recommendations that the United States Government revise its taxation policies with a view to benefiting the lower income groups and to stimulating consumer demand as a means of overcoming the present unemployment situation highlighted a two-day conference in Washington May 11 and 12 convened by the CIO. Approximately 600 delegates attended.

Guest speakers at the conference included George Humphrey, Secretary of the Treasury, and Hubert Humphrey, Democratic Senator from Minnesota.

In a keynote speech, Walter Reuther, CIO President, charged the present administration with a "do-nothing policy". He noted that "we shouldn't take satisfaction from the latest unemployment figures. While they show an over-all employment rise of 260,000, they also show that unemployment in the basic segments of our economy is still going down. And we need 700,000 new jobs a year just to keep pace with the increase in our population."

Secretary of the Treasury George Humphrey told the delegates that the remedy for the present unemployment situation lay in the adoption of the administration's tax revision policies, which were designed to stimulate activity in the basic manufacturing industries. "You can stimulate consumers until the cows come home; but that won't help heavy industries a bit. We have to stimulate investors in industries which buy heavy goods," he said.

The conference adopted a resolution declaring that lack of consumer purchasing power was a basic cause of the present economic situation, which it termed a "recession". In addition, the conference called upon the Government to raise personal income tax exemptions from $600 to $800 and subsequently to $1,000 next year, to increase the minimum wage from 75 cents an hour to $1.25 and to extend the coverage of the federal Fair Labour Standards Act, to increase unemployment insurance benefits so that the unemployed worker would receive 66 per cent of his weekly wage for 39 weeks, to expand social security benefits till monthly payments reached a maximum of $200 a month and to inaugurate a series of public works programs.

Haythorne, Phelan Attend U.S. Manpower Meetings

The proceedings of a conference on the Utilization of Scientific and Professional Manpower have been published in book form by the Columbia University Press, New York. The conference, sponsored by the National Manpower Council, was held October 11 to 17, 1953, at Arden House, Columbia University.

Among those attending the five-day conference were Vincent C. Phelan, Director of the Canadian Branch of the International Labour Organization, and George V. Haythorne, Assistant Deputy Minister of Labour.

The book presents new and significant material of practical import concerning the effective utilization of highly-trained manpower, particularly in the engineering, medical and teaching professions. It is divided into three main sections. These deal with major aspects of utilization problems; the utilization of engineering, medical and teaching personnel; and approaches to improved utilization.

The National Manpower Council was established in 1951 by General Eisenhower at the Graduate School of Business of Columbia University under a Ford Foundation grant. Its 16 members, drawn from industry, organized labour, universities, government service and the press, are under the chairmanship of James D. Zellerbach, President of the Crown Zellerbach Corporation, San Francisco.

The need for action in manpower utilization was first documented in the Council's "A Policy for Scientific and Professional Manpower", published in the spring of 1953 (L.G., July 1953, p. 986).

Virtual Dead-Heat in Dock Vote

The United States National Labour Relations Board announced late last month the results of a representation vote on the New York waterfront. The voting ended in a virtual dead-heat, with the final outcome hinging on 1,797 challenged ballots. Results were: International Longshoremen's Association, 9,110; International Longshoremen's Association (AFL), 8,791; no union, 51; spoiled ballots, 49; and challenged ballots, 1,797.

GE Answers Demand For Guaranteed Wage

In the first detailed employer response to a demand for the guaranteed annual wage, the General Electric Company in the United States has recommended to the CIO Electrical Workers the following two-point program: efforts would be continued to provide as many jobs as possible while employment stability would be promoted by the elimination of factors which cause the number of jobs to fluctuate.

Also, it was recommended that state unemployment insurance programs be kept "properly fruitful and sound."

With reference to the unemployment insurance schemes, General Electric has termed them a guaranteed income plan on practically a universal basis and warns that they should not be discarded in favour of "privately negotiated, discriminatory plans that would favour only a few people temporarily and only then on the basis of the passing strengths at a few bargaining tables".

Details of the IUE's guaranteed wage proposal were given in the May issue of the LABOUR GAZETTE, page 645.

Can't Predict Costs

In reply, General Electric has pointed out that employment stability can never be absolute and that such factors as the rapid obsolescence of products, the uncertainty as to future government purchases and the company's inability to predict or control the price and availability of raw materials act as impediments to such stability.

However, the company has recommended a series of measures to reduce fluctuations in employment. Faced with a varying demand for its products, General Electric is attempting to regularize production by means of inventory management, production planning and other operating measures within its control. Sales fluctuations are analysed and attempts are being made to stimulate more "off-season" sales and a wider variety of products. Where lay-offs cannot be avoided, measures are being developed to reduce their impact and to synchronize them with such normal reductions in the labour force as resignations and retirements. Also, the company is engaged in efforts to provide more and better products for the consumer and thereby more jobs for the future and more security for those presently employed.

In addition to company-sponsored measures to develop employment stability, General Electric states that the state unemployment insurance programs are far preferable to private plans of individual employers. The company has recommended that the few exceptions to universal coverage be eliminated and that unemployment benefits be limited to short-term unemployment—that which the public sees as reasonably within some opportunity of the employer to predict and control.

Other Suggestions

Among the other measures suggested by General Electric for the improvement of the state unemployment insurance plans were the following: (1) Benefits should be paid on such basis as to give all employees the incentive to reduce any "job-connected" unemployment they can reasonably foresee and control and should be of such amounts and duration as to encourage the jobless worker to find other employment while his old job is unavailable. (2) Measures should be taken to prevent abuses of the program whereby certain industries frequently conduct their operations in such a way that their employees when unemployed draw more in benefits from the funds than their employers have contributed, thus throwing an added burden on other industries. The General Electric program recommended an increase in the maximum tax and added credit for good performance to industries as a means of reducing these abuses.

In the meantime, an employee benefit program has been negotiated recently between the electrical contractors of New York City and Local No. 3 of the International Brotherhood of Electrical Workers (AFL) which, though not intended as a guaranteed annual wage, provides benefits similar to those contained in guaranteed wage schemes. The program provides for a payment of $25 per week for union members who are unemployed on account of lay offs, injury, illness or other disability. The fund is financed by employer contributions of $4 for each day worked by employees and payments will begin January 1, 1955.

Management Handbook On Job Stability Issued

A handbook addressed to American businessmen with the purpose of helping managers in American industry to provide steadier jobs for their employees to the full extent that this lies within their capacity has been published recently by the Industrial Relations Counsellors Incorporated of New York. It is titled "Steadier Jobs, a Handbook for Management on Stabilizing Employment".

Stating that steadier jobs are in the interest of all members of the community —employees, union and management—the book's foreword remarks: "There is much that management can do. It is true, of course, that the individual employer has little or no control over the factors that cause cyclical ups and downs in over-all economic activity and in employment. But management can exercise considerable control over the factors that cause seasonal and other short-term fluctuations in employment within the individual plant. And it is clearly management's responsibility to take every reasonable step to modify these fluctuations. Increased steadiness of employment will automatically result in a steadier flow of employee income throughout the year, and it may also have some effect in reducing variations from year to year."

This study was undertaken at the suggestion of the Business Advisory Council of the United States Department of Commerce. The original research was prepared by a committee of industrial relations executives and economists from eight different companies and organizations.

Housing Starts Down Slightly in 1st Quarter

Housing starts in Canada during the first quarter this year were down slightly to 11,722 compared with 11,930 in the corresponding quarter last year. Completions, however, were up, from 18,392 to 20,327, according to the Dominion Bureau of Statistics.

At the end of March there were 51,070 units under construction, compared with 49,232 a year earlier.

March housing figures were. starts, 5,568 compared with 5,682 in March 1953; completions, 6,130 compared with 5,896 in March of last year.

U.S. Housing Starts Up 33 Per Cent in March

Non-farm housing starts in the United States increased by 33 per cent between February and March to 97,000, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics.

Privately-owned housing starts increased by 24,000 units in the month to 95,800, the largest February-March gain in four years. On a seasonally adjusted basis, private starts were at an annual rate of 1,161,000 in March, about the same as a year ago and above the March rate in all previous years except in the record year 1950.

The total number of new dwelling units begun during the first quarter of 1954 (236,000) was 8 per cent under the January-March 1953 figure, mostly because of the steep drop in public housing. Private activity thus far in 1954, totalling 232,300 new units, was slightly (about 2 per cent) under the year-ago estimate. Total public housing begun during the first quarter of 1954 (3,700 units) represented only about a fifth of 1953 volume for the same months.

British Government Makes Home-Buying Easier

Plans to make home-buying easier in Britain were announced May 4 in the House of Commons by Harold MacMillan, Minister of Housing and Local Government. Under the scheme, the government and municipal authorities will underwrite mortgages on low-cost houses and the prospective owner will have to make only a small down payment when buying a house through a building society.

The government and local building authorities will guarantee advances for housing purchases beyond the normal amounts offered by building societies, Mr. MacMillan stated. The scheme will not apply to houses costing more than £2,500 ($7,000) and will involve no new legislation. With government and local authority support, building societies will make advances of up to 90 per cent on any dwelling valued at up to £2,500 and up to £2,000 on any post-1918 dwelling. The Housing Minister pointed out that the scheme is designed to make home ownership easier for those persons who could neither obtain nor save the amount necessary for the initial deposit.

Mr. MacMillan noted that the weekly repayment figure for a 90-per-cent advance on a house costing £1,800 ($5,040) would be £2 12s. ($7.28), including insurance and taxes, while that for a similar advance on a £2,500 building would be £3 12s. 5d. ($10.15). These rates would attract a large group whose salaries ranged between £11 ($30.80) and £14 ($39.20) a week, the Minister remarked. Mr. MacMillan went on to note that there was nothing compulsory about these proposals but expressed the hope that local authorities would make a new feature of house ownership.

Mr. H. Newton, Chairman of the Building Societies Association, pledged the support of the societies and said that participation would be limited only by the funds available.

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Canada's 1st No-Raid Pact Signed by UAW and IAM

A no-raiding and mutual assistance agreement, reported to be the first of its kind in Canada, was signed in Toronto on May 11 by officials of the United Auto Workers (CIO-CCL) and the International Association of Machinists (AFL-TLC). The pact was signed by George Burt, Canadian Director of the UAW, and George P. Schollie, Canadian Director of the IAM.

Under the terms of the agreement, which covers almost 10 per cent of the country's unionized labour force, both unions have pledged not to organize workers in plants already represented by the other organization, to recognize the *status quo of* their present contracts and to co-operate on mutual problems. Though new plants or plants as yet unorganized are open to competition between the two, both have agreed to a "no mud-slinging" clause in any jurisdictional dispute which might arise.

Speaking for the 60,000-member Auto Workers union, Mr. Burt expressed the hope that the pact would facilitate a no-raiding agreement of wider application between the Canadian Congress of Labour and the Trades and Labour Congress. Eric Peterson of the 46,000-member Machinists association hoped that other labour bodies would follow this example, with labour unity as the ultimate goal.

AFL and CIO Sign No-Raiding Pact

The no-raiding pact between the American Federation of Labor and the Congress of Industrial Organizations, under negotiation since last fall, came formally into effect June 9 at a ceremony in Washington. George Meany and Walter Reuther, presidents of the two labour organizations, exchanged signatures of some 70 AFL unions and 30 CIO unions that have agreed to cease raiding one another's membership.

The pact is intended as the first step toward a merger that would end the 19-year old cleavage in organized labour in the United States. Technically it came into effect January 1 this year after being ratified at the annual conventions of the two groups last autumn.

Since then both organizations have been gathering pledges of co-operation among their own unions.

At a meeting of its executive board in Washington May 10, the CIO reversed a previous decision and announced that it would exchange signatures with the AFL. The executive council of the AFL made a similar announcement at a meeting in Chicago May 14.

Approximately 9,000,000 workers are represented by the unions that come under the pact at the outset. Two large unions that have not yet signed the agreement are the International Brotherhood of Teamsters (AFL), with 1,300,000 members, and the United Steelworkers of America (CIO), with about 1,250,000 members.

The executive board of the teamsters' union, which is headed by Dave Beck, voted February 18 not to sign the no-raiding agreement, while the President of the steel union, David J. McDonald, told the Washington meeting of the CIO executive board that he believed the agreement to be sound but that he was not ready to sign it at the present time.

There are 111 unions in the AFL and 35 in the CIO. Combined membership is about 14 million.

A few small unions in each federation have withheld their signatures along with the teamsters and the steelworkers. The agreement is binding only on the individual unions signing it, and provides for the final decision of an umpire in all cases of raiding or attempts to raid another union which has also signed.

Approve AFL Plan to End Jurisdictional Disputes

A plan for the peaceful settlement of jurisdictional disputes within the American Federation of Labor was approved unanimously by leaders of 100 affiliated national and international unions at a special conference in Chicago May 14.

The plan, in perfected form, will be submitted by the Executive Council to the AFL convention in Los Angeles in September for final approval. It will then go into effect for those unions subscribing to it individually.

Set up on an entirely voluntary basis, the three-point plan provides that subscribing unions involved in a jurisdictional dispute shall first try to settle their differences by themselves. If that fails, the AFL will name a mediator to try to bring about agreement.

Should that also fail within a specified time, the dispute will be submitted to an impartial arbitrator chosen by the President of the AFL from a panel designated by the Executive Council. The decision of the arbitrator will be final and binding on the disputing parties.

The new plan will not supersede existing jurisdictional adjustment plans

such as those through which the building trades unions and the metal trades unions reconcile disputes among their member organizations.

Two AFL Unions Sign Pact on Jurisdiction

Two AFL unions in the United States have signed an agreement for the settlement of jurisdictional disputes to replace earlier pacts signed in 1925 and 1941. They are: the International Association of Machinists and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry.

It is the fifth such agreement entered into by the Machinists, two of which were with CIO unions.

The new agreement, which defines in detail the jobs within the jurisdiction of each union, sets up the following procedure for the settlement of disputes: first, disputes are submitted to local representatives; second, representatives selected by the International Presidents of the unions will try for a settlement; third, the dispute will be submitted to a committee of three members from each union; and fourth, the dispute will go to a neutral umpire selected by the two International Presidents.

The Machinists have signed similar agreements with the International Printing Pressmen and Assistants' Union and the International Brotherhood of Teamsters, both AFL affiliates, and with the United Automobile Workers and the United Rubber Workers of the CIO.

Taft-Hartley Amendments Shelved by U.S. Senate

Reform of the Taft-Hartley Act will not take place during the 1954 session of the United States Congress. By a vote of 50 to 42, the U.S. Senate recently sent the revision bill containing President Eisenhower's proposed amendments to the controversial labour law back to committee, thus effectively killing its adoption this year.

The President's proposed amendments, made last January, were on the whole rejected by organized labour as being, in its view, even worse than the Taft-Hartley Act itself.

Since its enactment in 1947, the unions have advocated either revision or outright repeal and replacement of the Act, which they consider excessively favourable to management.

1st Quarter Immigration Shows 23 Per Cent Rise

Immigration to Canada increased 10 per cent in March and 23 per cent for the first quarter of 1954 as compared with the corresponding periods in 1953, according to figures released by the Department of Citizenship and Immigration.

The total number of immigrants in March was 13,309, compared with 12,068 in March 1953. The total for the first three months of this year was 28,223 while that for the same period last year was 22,937.

In March, immigrants from the United Kingdom and Ireland numbered 3,497; from the United States, 775; and from other countries, 4,770. First quarter totals were: United Kingdom and Ireland, 7,882; United States, 2,158; Northern Europe, 8,410; and other countries, 9,773.

Quebec Disputants Must Pay Own Arbitrators

The parties involved in arbitration over a grievance or the interpretation and application of a collective agreement in Quebec now have to pay the fees and expenses of their representatives, arbitrators and witnesses. These expenses have in the past been borne by the provincial government.

An Order in Council adopted May 13, which amends Order in Council 916 of June 4, 1947, relating to fees and travelling expenses of arbitration board members, effected the change in the method of payment.

The same Order in Council raises the fees of an arbitration board president from $12.50 to $15 for a half-day and from $25 to $30 for a full day.

Health Insurance Survey Made by Toronto Group

A pamphlet entitled "Financing Health Services in Canada" has been published by the Joint Committee on Health Insurance, Toronto.

Supplemented by charts and graphs, the booklet discusses the range and extent of voluntary accident and sickness insurance, health services provided by governments, and the adequacy of existing insurance and government services.

Copies of the publication may be obtained from the Secretary of the Joint Committee on Health Insurance, 302 Bay Street, Toronto 1, Ontario.

Occupational Fatalities In Govt. Service Decline

Occupational accident and diseases claims under the Government Employees Compensation Act numbered 14,973 in the fiscal year 1953-54, compared with 14,305 in the fiscal year 1952-53 and 12,857 in 1951-52. Fatalities numbered 16 as against 19 in 1952 and 14 in 1951-52.

Of the total in 1953-54, 9,907 were medical aid claims, 4,759 compensation claims (2,410 full salary and 2,349 compensation proper), 61 pensions, 16 for death and 230 rejected claims.

At December 31, 1953, a total of 191,001 persons was covered by the Act. Of this number, 171,449 were employed in government departments and services and 19,552 in outside agencies such as Atomic Energy of Canada Limited, Canadian Arsenals Limited and the Canadian Broadcasting Corporation.

Work Accidents Injure 2 Million in U.S. in 1953

The U.S. Department of Labor has reported that some 2,031,000 workers in that country received disabling injuries on their jobs during 1953. The figure for 1952 was 2,040,000.

"In view of the somewhat higher level of employment in most of 1953," said the Department, "the failure of the injury total to rise is a favourable indication of achievement in the efforts to bring greater employment safety."

Included in the 1953 estimate are about 15,000 deaths and 84,000 permanent disabilities. The latter group included some 1,500 cases in which the disability was serious enough to incapacitate completely the injured person for any gainful employment for the remainder of his life.

The remaining persons, approximately 1,935,000, suffered temporary injuries which disabled them for one full day or more, but from which they recovered without any permanent ill-effects.

Mining was the one industrial group to show substantial improvement in its safety record. Work injuries in this industry decreased 19 per cent from the 1952 total. Employment in the industry decreased only 5 per cent in the same period.

Que. Clinic Rehabilitates 1,000 Disabled in Year

During the fiscal year 1953-54, more than a thousand victims of industrial accidents were rehabilitated at the Province of Quebec's Rehabilitation Clinic in Montreal, according to the report of its Superintendent, Dr. Doriva Leonard.

5,500 Since 1947

This brings to more than 5,500 the number of workers who, left with a serious disability as the result of an industrial accident, have been rehabilitated at the Clinic since its establishment in 1947. The Clinic has given a total of 1,350,000 physiotherapy treatments, 220,000 of them during the past year.

Under the direction of specialists, and provided with the most modern equipment, the Rehabilitation Clinic has as its objective the readaptation for work, by means of suitable treatment, of workers who have been the victims of disabling industrial accidents.

70 Per Cent of Pay

While the accident victim is at the Clinic, he draws 70 per cent of his wages from the Workmen's Compensation Commission, which also pays his transportation expenses and his room and board. The treatments are, of course, free.

In 1953, the Rehabilitation Service enabled more than 700 accident victims to return to their former employment, in spite of their disability, and 300 to obtain new jobs.

Que. Compensation Claims Drop 23 Per Cent in 1953

According to the annual report of the Quebec Association for the Prevention of Industrial Accidents, the province's Workmen's Compensation Commission received a total of 93,506 claims in 1953, compared with 97,177 the previous year.

This notable reduction of 3·7 per cent, according to the joint presidents Tom H. Millet and Paul A. Cooke, results from the vigilance and caution of the workers themselves.

Amount of Payments

The cost of industrial accidents in the province of Quebec has not yet been established for 1953; but the amounts paid to injured workers for compensation and medical care totalled $16,131,882.

The Association's safety officers visited 17,352 plants and work-sites during the year and made 5,266 investigations following serious accidents. Special members' certificates were awarded to 21 companies which had completed a million or more hours of work without a single lost-time accident.

Manitoba Job Accidents Down Slightly in 1953

Industrial accidents in Manitoba during 1953 declined slightly, from 21,113 in 1952 to 20,879, according to the annual report issued by the Workmen's Compensation Board. Fatal accidents, on the other hand, increased, totalling 42 compared with the 40 reported the previous year.

The Board report notes that despite the large number of accidents reported each year, the percentage of permanent disability cases is relatively low. In 1952 there were only 337 such cases and of this number, 217 had disabilities which did not exceed 10 per cent of total disability.

Total disbursements made in 1953 amounted to $2,337,803.25; of this amount, $763,787.91 was paid in compensation and $476,559.90 for medical aid.

U.S. Committee to Study Older Worker Problem

A departmental committee to study the specific problems of the older worker has been appointed in the U.S. Department of Labor, Secretary of Labor James Mitchell announced last month.

"The older worker is a primary labour resource of this country," the Secretary said when making the announcement, "and in terms of world competition, both in peace and war, the limited size of our labour resource is our weakest point. The development of our capabilities in this connection to the maximum is an economic problem and a military problem of the highest magnitude.

"We have got to help all of our people develop all of their skills to make up for the limitations in numbers of our workers."

Secretary Mitchel said he wanted the committee to "round up what is being done in connection with the problem of the older worker, study it and suggest what ought to be done".

Two Main Issues

Surveys by the U.S. Department of Labor have indicated that there are two main issues involved in the problem:—

1. The hiring policies of many firms reflect a prejudice against workers who are over 45. Some even set age limits for women as low as 35 years. A 1952 survey showed that, although one-third of the applicants at local employment offices were over 45 years of age, this group obtained only 14 per cent of the jobs.

2. Most employers give as their main reason for not hiring older workers the effect such hiring has on pension and insurance programs. They maintain that too many older persons on the payroll increases the cost of insurance, pension and workmen's compensation programs.

The committee will investigate the best methods of persuading employers to accept the older worker on the basis of his qualifications for the job and not reject him merely because of his age. The Bureau of Employment Security has already urged local employment offices to encourage older workers seeking employment, many of whom are unemployed for the first time in their lives, to take a new look at their abilities and change their line of work if necessary.

Committee Members

Robert C. Goodwin, Director of the Bureau of Employment Security, was named Chairman of the committee. Members appointed were: Mrs. Clara M. Beyer, Associate Director, Bureau of Labor Standards; Mrs. Mary Hilton, Chief of Research, Women's Bureau; Mrs. Helen Ringe, Special Assistant to the Commissioner of Labor Statistics; Ansel R. Cleary, Assistant Director, Bureau of Apprenticeship; and Charles E. Odell, Chief of Counselling, Bureau of Employment Security.

Many U.K. Firms Modify Policy on Older Workers

More than 500 firms in the United Kingdom have modified their employment regulations for older people as a result of publicity given the report of the National Advisory Committee on the Employment of Older Men and Women (L.G., April 1954, p. 541).

The Committee has a long list of firms known to have changed their policy, the House of Commons was informed by its Chairman, Harold Watkinson, Parliamentary Secretary to the Ministry of Labour and National Service, in a progress report on the Committee's campaign to break down the barriers to the employment of older people.

As an example, he referred to a large shipbuilding and repairing concern which had notified the Committee that there is now no fixed retirement age, provided the workers remain capable of carrying out their duties. The firm has 24 manual workers over 60 years of age, 80 over 65 and 48 over 70, he said.

Already, stated the Chairman, some firms are specifically notifying vacancies for people over normal pensionable age.

U.S. Company Employs 324 Aged over 60

A company that numbers among its many older employees an 80-year-old great-grandmother is described in an article by Frank Dixon in the May issue of *American Business*. The company is the Bankers Life and Casualty Company of Chicago.

Of the more than 2,700 employees in the firm's home office, 324 are over 60 years of age and 780 are over 50. In addition, there are 104 workers who are handicapped.

Recent Survey Made

A recent survey of these employees, the article states, showed that 75·8 per cent of these older workers have fewer absences than younger people in the offices. The older workers also compare favourably with the younger associates in work output, with 62·9 per cent of them doing the same work volume as the younger employees.

According to the article, a company spokesman said the older workers have a "terrific facility" for getting along with associates, far outshining their younger co-workers in this respect.

Age and handicaps are no deterrents to employment in the company, which has a specialized program for training older workers and those with certain disabilities. In some cases, a job may be arranged to suit a handicapped person's capabilities.

Many of the older employees of the company are persons who were forced to retire at a certain age at other firms.

The company has three separate shifts, but most of the older workers are on the regular shift. All employees work a full eight-hour day, as there are no part-time workers on the payroll.

Employees have pointed out, says the article, that the company's policy towards oldsters is not to separate them as a group. There is a complete intermingling of older and younger personnel.

Alberta Engineers Sign Province-Wide Agreement

After three years of organizing effort, two Alberta locals of the International Union of Operating Engineers have signed a province-wide agreement with the Alberta Division, Prairie Roadbuilders' Section, Canadian Construction Association. Local 933, Calgary, and Local 955, Edmonton, were the union signatories; 24 individual contractors signed the contract.

Provincial Labour Organizations Submit Briefs

Joint TLC-CCL Brief on Unemployment in N.S.

A demand that Nova Scotia be declared a "distressed area" was contained in a joint brief on unemployment presented to the provincial government in April by the Nova Scotia Federation of Labour (CCL) and the Trades and Labour Congress of Canada.

Such a declaration, said the brief, would mean that the government would for a ten-year period proceed to inaugurate an intensive plan of industrial development in the province.

The brief, submitted by a delegation of 100 trade unionists, emphasized the seriousness of unemployment in Cape Breton and mainland centres. It advocated increased unemployment insurance benefits and the extension of supplementary benefits, public works programs in the most seriously affected areas, and government development of the province's power facilities.

Industrial development in the province, said the brief, should include the development of an abundance of cheap power, the granting of adequate freight subventions to enable Nova Scotia products to be placed in mass market areas, inducements for the location of new industries in the province, assistance to existing industries to expand job opportunities, and the granting of more defence contracts to Nova Scotia communities.

Newfoundland Federation of Labour (TLC)

Government ownership and development of electric power and telephone communications was advocated by the Newfoundland Federation of Labour (TLC) in a brief submitted to the provincial government in April. Public ownership of such facilities, said the brief, is necessary for industrial expansion in the province.

The brief expressed the Federation's opposition to the export of raw materials that can be processed in Newfoundland.

The Government was asked to institute a housing program in the province and to press for a national contributory health insurance plan.

Calling attention to rising unemployment, the brief urged the provincial and federal governments to do all in their power to check the trend.

Other requests included the enactment of an Equal Pay Act, amendments to the Labour Relations Act and the Workmen's Compensation Act, a minimum wage of 85 cents per hour, and a five-day 40-hour work week.

The Federation asked the Government to adopt a policy of inserting a Fair Labour Clause in its contracts similar to that used by the Federal Government.

A brief presented in April by the St. John's Branch of the Canadian Manufacturers' Association asked that the Newfoundland Government outlaw the boycott and the sympathetic strike, and abolish the voluntary revocable check-off now provided by the Labour Relations Act.

The brief suggested that closed shop and union shop provisions in working agreements be left outside the scope of legislation and settled between unions and employers by negotiation.

The Branch also asked that it be given the opportunity to review and comment on labour legislation before it is enacted, expressed opposition to increased workmen's compensation benefits if such benefits are to be extended to pensions and allowances already in effect, and asked that manufacturing machinery, parts and replacements be exempt from the province's three-per-cent Social Security Tax.

Ontario Provincial Federation of Labour (TLC)

Construction of at least 50,000 low-rental dwelling units within the next two years was proposed in the legislative brief submitted to the provincial government by the Ontario Provincial Federation of Labour (TLC) in March.

The Federation said such a program would not only alleviate the present housing situation but would also provide employment for thousands of Ontario workmen at a time when unemployment is on the increase.

A number of amendments to the Labour Relations Act were requested, including one to speed up conciliation proceedings.

The Federation also requested legislation establishing a 40-hour work week, compensation of 100 per cent of wages for injured workmen, an increase in penalties for offences against the Fair Employment Practices Act, a minimum wage for female workers of 75 cents per hour, and a contributory provincial health plan.

House of Commons Debates of Labour Interest

National Employment Service

May 10

The Hon. Walter Harris, Minister of Citizenship and Immigration replied to Mr. H. W. Herridge (Kootenay West) that the Department was not by-passing the National Employment Service in an attempt to obtain jobs for immigrants at lower than standard wages. Mr. Herridge based his question upon a news report in the Ottawa *Citizen* of May 8.

Vocational Training for Unemployed

May 17

Mr. F. Zaplitny (Dauphin) asked the Minister of Labour if the Government was providing any assistance for the vocational and/or technical training of the unemployed, to what extent this assistance was being granted, whether it was established upon a dominion-provincial basis and what expenditure had been involved in 1953 and the pertinent months of 1954. Mr. Gregg replied:—

"Unemployed persons who require training to fit them for suitable employment may be referred to the National Employment Service for short-term training, not exceeding twelve months, in classes operated under the Canadian Vocational Training Program; 1,660 such persons were referred for training during the past fiscal year." Mr. Gregg noted that under the vocational training agreement, the provinces and the Federal Government shared the costs equally. British Columbia, Alberta, Saskatchewan, Manitoba, Quebec, New Brunswick, and Nova Scotia participate in such an agreement while Ontario provides training for disabled persons only, the Minister added.

The Minister of Labour listed the federal contributions for the fiscal year 1953 as follows:—

Nova Scotia	$78,289.25
Quebec	21,828.28
Manitoba	30,370.60
Alberta	53,621.76
New Brunswick	37,438.75
Ontario	18,235.99
Saskatchewan	27,673.18
British Columbia	10,432.14
Total	277,889.95

May 19

The Hon. Hugues Lapointe, Minister of Veterans' Affairs, moved that the House go into committee to consider Bill No. 326, to amend the Vocational Training Co-ordination Act. When the House was in committee, Mrs. Ellen Fairclough (Hamilton West) asked the Minister of Labour if the Government intended to use the facilities of the Department of Labour to train the unemployed such as had been done at Marysville. Mrs. Fairclough stated that at present many Canadian workers coming to Canada with specific skills have little or no difficulty in obtaining employment.

Mr. Gregg replied that he would speak more fully when the Department's estimates were being considered but noted that the Government would carry out such projects only if "the province concerned is wholeheartedly in accord with it and is willing to initiate the training for which we can bear 50 per cent of the cost." He added: "In other words, the schools themselves, if new training facilities have to be created to take care of the training of unemployed persons, have to be brought into being by the provinces and we help them in the cost to the extent of 50 per cent."

The Bill was reported, read the third time and passed.

CNR Lay-offs

May 20

Mr. Stanley Knowles (Winnipeg North Centre) asked the Hon. Mr. Chevrier, Minister of Transport, if he could make any statement to assure railway workers that future lay-offs were not in prospect. Mr. Chevrier replied that in addition to the 1,500 men he had reported earlier had been laid off, an additional number had been suspended, mainly because of the decline in traffic on Canadian National Railway lines connecting with United States railways. He added that the employment situation on the Canadian National was "far superior" to that of United States lines. Mr. Chevrier noted that 600 should be added to the 1,500 he mentioned earlier.

Disabled Persons

May 24

Hon. Paul Martin, Minister of National Health and Welfare, opened debate in committee on a resolution that expenditure be provided whereby the provinces would be reimbursed for funds granted to totally and permanently disabled persons over the age of 18 and who were in need of such aid. The amount would not exceed 50 per cent of forty dollars monthly for each recipient or the amount paid by the provinces, whichever was the lesser. The Minister also noted that five provinces had already passed enabling legislation. The bill was then read for the first time.

Among those taking part in the debate were Mr. Stanley Knowles (Winnipeg North Centre), Mr. W. G. Blair (Lanark) and Mr. G. H. Castledon (Yorkton).

Public Service Superannuation Act

May 25

The Hon. W. E. Harris (for the Minister of Finance), moved that the House go into committee to consider a resolution introducing a plan for contributory death benefits for members of the armed forces and public servants. After some debate, the resolution was reported, read the second time and concurred in. Bill No. 463, to amend the Public Service Superannuation Act, was then read the first time.

Voluntary Revocable Check-off

May 25

The House resumed, from March 23, consideration of a motion of Mr. Stanley Knowles (Winnipeg North Centre) for the second reading of Bill No. 4, to amend the Industrial Relations and Disputes Investigation Act. Mr. Knowles' motion, calling for the inclusion of a voluntary revocable check-off of union dues in the federal labour laws, was defeated on division by 107 votes to 51.

Amendment to Industrial Relations Act

May 28

Mr. Stanley Knowles (Winnipeg North Centre) moved for leave to introduce Bill No. 466 to amend the Industrial Relations and Disputes Investigation Act. Mr. Knowles' motion, calling for an amendment to Section 45 of the Act dealing with the laying of an information or the bringing of a prosecution, is designed to clear up what the member termed an uncertainty in the wording in this section of the Act. The motion was agreed to and the bill read the first time.

Old Age and Blind Pensions

May 31

Mr. Stanley Knowles (Winnipeg North Centre) introduced a motion that consideration should be given to increasing the amount paid to old age and blind pensioners under the Old Age Assistance Act, the Old Age Security Act and the Blind Persons Act. After considerable debate, Mr. Knowles' motion was defeated by 86 votes to 46.

21st Meeting of Vocational Training Advisory Council

Minister of Labour requests increased funds to provide for training programs for unemployed persons in areas where joblessness is acute

Problems of unemployment received serious consideration at the 21st semi-annual meeting of the Vocational Training Advisory Council in Ottawa last month. Hon. Milton F. Gregg, Minister of Labour, announced that the amount requested in the supplementary estimates under Schedule "M" had been increased to provide for training programs for unemployed persons, in co-operation with the provinces, in areas where the situation is acute. A sub-committee is to be appointed to study and report to the next meeting of the Council on problems of unemployment, with special reference to training in new skills.

Composed of representatives of employers, labour, war veterans, women's organizations, educationists and other interested groups, the Council assists the federal Minister of Labour in formulating policy and administrative procedure in the promotion of vocational training in Canada.

The two-day meeting was under the chairmanship of Dr. G. Fred McNally, former Chancellor of the University of Alberta.

Minister of Labour

Hon. Milton F. Gregg, in his welcoming address, urged the Council to consider ways and means of expanding training for unemployed persons to increase their chances of finding work.

We have some problem areas, he said, particularly in Marysville, N.B., and coal mining areas in Nova Scotia, some bad patches of unemployment that fine weather is not going to cure. We cannot pipe oil from Alberta to other parts of Canada and still burn the same amount of coal. This has caused, and is going to be the cause even more so, of putting out of employment many men who earn their livelihood under the ground. Unemployment is also occurring among textile workers, due to a number of factors. Something should be done, stated Mr. Gregg, by the provinces concerned and the Federal Government to help ease the strain on these workers.

"It may be outside the Council's terms of reference," he continued, "but I am wondering whether the younger men could be encouraged to take vocational training in the schools. It can only be done by persuasion; it cannot be done by legislation; and I should like you to consider this suggestion in relation to your work."

The Minister expressed particular concern for the older workers thrown out of employment. They do not want to move away from their homes and at the moment, he said, there is not much to suggest that they leave for. Younger people, he felt, can find their way with the help of encouragement.

Considerably more money, said Mr. Gregg, has been provided in the supplementary estimates in the hope that Schedule "M" can, without violating the Act, be legitimately utilized for training of these people. "Efforts will be continued to find opportunities for them in their own community, their own province, their own Canada. It is a question of whether we, as a Federal Department of Labour, are within our rights in doing so, if the provinces are willing and that, of course, is inherent in the whole Vocational Training Co-ordination Act.

"For those who do not come within the categories prescribed in Schedule "M", we will co-operate with the provinces, if it is their wish, in moving young people and their families from places where there are no jobs to places where there are," the Minister told the Council.

Turning then to youth training, Mr. Gregg said that he and the Deputy Minister would have some suggestions to make in regard to increasing the amount of the grant. In the meantime, it stands as it was last year until the whole matter is reviewed.

Deputy Minister of Labour

"There have been few recommendations of this Council that the Department has not been prepared to support," said Deputy Minister Arthur H. Brown while expressing appreciation of the Council's work.

Commending the Council on its report in relation to the new vocational schools assistance agreement, he said:—

"You have recommended a substantial increase in the amount of the annual appropriation for that purpose. That is, of course, something that we have to sell to our friends in the Department of Finance, but the fact of having behind us the recommendation of this Council will make it much easier."

Progress Report

Since April 1945, a total of $9½ million in grants has been claimed by the provinces from the capital fund for the construction of new buildings, additions to present buildings and the provision of equipment for vocational training, C. R. Ford, Assistant Director of Training, reported. These amounts were matched dollar for dollar, by the provinces. As the following breakdown shows, 95·1 per cent of the allotment has been claimed up to March 31, 1954:—

Province	Allotment	Total Claims Paid	Percentage of Allotment Claimed
	$	$ cts.	
Nfld.	292,250	.....	.....
P.E.I.	82,000	82,000 00	100
N.S.	504,300	446,358 59	85·5
N.B.	433,000	433,000 00	100
Que.	3,139,400	3,139,400 00	100
Ont.	3,031,500	2,807,685 93	92·6
Man.	656,000	447,596 28	68·2
Sask.	858,200	858,200 00	100
Alta.	700,200	700,200 00	100
B.C.	595,400	595,400 00	100
	10,292,250	9,509,840 80	95·1

Enrolment in vocational schools and classes in 1952-53 was about 240,000.

Three agreements—Vocational Schools' Assistance, Vocational Training, and Apprenticeship—have been completed between the Northwest Territories and the Department of Labour. Under the Vocational Schools' Assistance Agreement, the outright grant was reduced from $10,000 to $1,500 because the population of the area is considerably smaller than that of any province.

Need for further facilities of the trade school or "institute of trades" type was emphasized by Mr. Ford. There are, he said, not enough training facilities in Canada to provide training for persons who are not in attendance at, or cannot attend, one of the vocational or technical high schools.

Amendments to Act

In his report to Council, A. W. Crawford, Director of Training, outlined the progress of Bill 326, *An Act to Amend the Vocational Training Co-ordination Act*, then before Parliament. It had been considered by the Standing Committee on Labour Relations and had the support of all parties, both in the Committee and in the House. The only criticism, he said, has been that not enough is being done in the field of vocational training.

The Bill, said Mr. Crawford, brings the Act up to date by eliminating references to the Second World War and provides new authority as follows:—

Section 3-1 (e)—Authorizes the establishment of vocational training projects to be conducted under the Act for or on behalf of other federal government departments, i.e., National Defence, Transport, etc.

Section 4-1 (f)—Makes specific provision for the rehabilitation training of disabled civilians.

Section 4-1 (g)—Authorizes sharing in the costs of training programs for persons engaged in agriculture, forestry, mining, fishing, homemaking, etc. This section is intended to cover some training programs heretofore operated under Schedule "O".

Section 6-1—Authorizes an increase from 16 to 20 in the membership of Council. This will make it possible to have a representative of each provincial government on Council.

Section 6-9—Authorizes the fixing of the per diem allowance for Council members by Order in Council.

Section 6-10—Provides for the appointment of alternate members who will represent the same groups as the regular members and who, when acting for the appropriate regular members, shall have all the privileges and prerequisites of regular Council members.

Section 11—Extends the time for tabling the Annual Report from 60 to 120 days after termination of the fiscal year.

The Council expressed appreciation in a motion of the "very complete review of the vocational training program" given by Dr. F. T. Fairey, MP, a member of the Council, during the discussion of Bill 326 in the House of Commons and for his support of the Council's recommendations.

Training for Unemployed

Considerable time was given to discussing training programs for those who are unemployed. In his report, the Director of Training expressed the opinion of the Department that in local areas where the situation is acute, it might be relieved to a considerable extent by specially organized training programs which would provide new skills for persons permanently displaced

from their regular employment through the closing of industrial plants or reduction of industrial operations. The question for consideration by Council, said Mr. Crawford, is to what extent should the provisions of Schedule "M" be used to alleviate such conditions?

After lengthy discussion Council passed the following resolution:—

WHEREAS there have developed in various parts of Canada certain depressed areas in which unemployment is a serious problem; and

WHEREAS emergency measures to aid unemployed have been taken in some areas in which measures federal and provincial authorities co-operate; and

WHEREAS vocational training is an integral part of any solutions to this problem so far developed, becoming in some degree the concern of this Council; and

WHEREAS there now appears needed a study of these presently more or less isolated and diverse situations in their basic and long-term aspects,

THEREFORE RESOLVED that a sub-committee of this Council be appointed by the Chairman in consultation with the Director of Training, composed of five members of Council, representative, in so far as practicable, of the various regions of Canada and the Director of Training or his representative and a representative of the National Employment Service, this sub-committee to make a preliminary study and report at the next meeting of Council, which report as approved by Council to be the basis of further study, of such phases of the problem as (a) federal and provincial government policies in respect to development of industries to absorb unemployment slack; (b) the inherent limitations of training in relation to unemployment including reference to the older worker; (c) emergency measures presently operative in Canada with special attention to common elements; (d) development of basic principles and (e) conclusions and recommendations.

The Council took the view that Schedule "M" provides a useful vehicle for meeting emergencies where vocational training can assist. As it is impossible to foresee just what emergencies will arise, a resolution was passed urging that all authorities be instructed that Schedule "M" is available in the widest sense for helping to meet emergencies.

Student Aid

Concern for the future of student aid under the provisions of Bill 326 was expressed by the Chairman and other members.

The Council recognized that steps might be taken to implement recommendations of the Massey Commission concerning assistance to universities but emphasized that student aid as operated under the Youth Training Schedule and the provision of funds to universities for scholarships are quite different in their purpose and application. Student aid, they pointed out, was instituted to help needy students worthy of help, rather than to assist universities.

The feeling of the Council in this matter was expressed in the following resolution:—

WHEREAS there is a continuing and increasing need for highly trained personnel in all vocations, and

WHEREAS the Dominion-Provincial student aid scheme established under Schedule "O" of the Vocational Training Agreement is designed to provide direct financial aid to students who are in financial need and who are seeking further training, and

WHEREAS all aid under the above schedule is paid direct to the individual student in accordance with his need and the need for trained personnel and is not distributed on a high scholarship basis only, and

WHEREAS this program has been successfully operated for some thirteen years, during which thousands of students have been assisted in further training of value to Canada, and

WHEREAS the program has been strongly supported by all of the provincial governments of Canada to a total sum greatly in excess of and double the amount given by the Government of Canada, and

WHEREAS it has proved to be the most practical and easily administered method of providing assistance to worthy students on a co-operative basis, and

WHEREAS in some provinces it is not possible for the universities to provide training in such fields as agriculture, forestry, nursing, etc., and it is necessary for students in these fields to study in other provinces.

THEREFORE the Vocational Training Advisory Council most strongly recommends that this scheme, as now established, be continued;

And further, that consideration be given to increasing the annual contribution made by the Government of Canada for this purpose, which should not be confused with any plan for university scholarship.

Vocational Training Agreement

The Vocational Training Agreement, which was renewed in 1953 for one year only because of uncertainty as regards student aid, has been revised in form, but not in content, Mr. Crawford reported, and the Department has recommended renewal for five years. The revised agreement, including Schedules "K" 1, "K" 2, "L", "M", "O", "Q", and "R", was referred to Treasury Board and Council in April and an Order in Council has been passed authorizing the Minister to enter into five-year agreements with the provinces, with the exception of the section dealing with student aid, which is to be effective for one year only.

The new Schedule "M", Mr. Crawford stated, makes provision for training on the job. Heretofore this type of training was

restricted to disabled cases. This change was made because of the need for individual training of different types when dealing with acute local unemployment situations. The upper age of 30 has been removed from Schedule "O", primarily because of the inadvisability of any age limit for fisherman. Schedule "X", which listed non-shareable expenditures, has been deleted. Schedule "Y" has been changed to Appendix "Y" and the arrangement and wording revised, with no important change in application. The term "Schedule" will henceforth be confined to those schedules listed above. Regulations and lists of shareable expenditures will be attached to the main agreements as appendices.

Vocational School's Assistance Agreement

Ninety-five per cent of the capital funds allotted under the Vocational Schools' Assistance Agreement had been claimed, Council members were informed (see Progress Report above). Total enrolment in vocational training schools, other than enrolments of apprentices and trainees under Schedule "M", for 1952-53 was about 240,000, reflecting an appreciable increase in recent years. Expenditures totalling $51 million for expansion of vocational training facilities during the next five years are planned by the provinces.

Reference was made to the reduction in the outright grant to the Northwest Territories and concern was expressed that the principle might be extended to other provinces having relatively small populations. This concern was recorded in the following resolution:—

The Advisory Council notes that in the Vocational Schools' Assistance Agreement signed by the Federal Government and the Northwest Territories the $10,000 outright grant provided for in clause 3(a) of the agreement with the other provinces has been reduced to $1,500. It is the opinion of the Council that this reduction introduces a change in principle inimical to the interests of the provinces most in need of federal assistance of the kind provided for in clause 3(a) of the agreement. The Council wishes to go on record as being opposed to the change in principle incorporated in clause 3(a) of the Vocational Schools' Assistance Agreement.

Objection was received from Saskatchewan to that feature of the Agreement whereby the annual distribution of federal assistance, aside from outright grants, must conform to specified limits. Such limitations, it was stated, unduly confine a provincial program and are too inflexible for application without review over a ten-year period. Also, all provincial training plans have not reached the same stage of maturity and what is suitable for one province might not be for another.

It was agreed that arguments supporting the objection would be forwarded to the Director of Training and that copies would be sent to the provinces for their comment to ascertain how opinion stands on the question.

Apprenticeship Agreement

The Apprenticeship Agreement expired on March 31, 1954. Mr. Crawford reported that duplicate copies of the new agreement, approved by Treasury Board and the Privy Council, had been sent to each province for signature by the appropriate Minister. The new agreement, he explained, provides for sharing in practically all types of expenditures on apprenticeship training projects. Excluded are provincial administration costs, except field activities of provincial officials. Previously, expenditures were restricted to actual costs of training classes and the salaries and travelling expenses of full-time field representatives. The term of the agreement is ten years.

The liberalizing feature incorporated in the new agreement have met with favourable comment, Mr. Crawford reported.

Vocational Correspondence Courses

Progress in the preparation of vocational correspondence courses during the past six months continued at the same rate as previously. The status at May 1 was that 62 courses had been undertaken; of these, 21 had been completed and 4 dropped.

It was agreed to continue the preparation of courses and to complete the program as outlined. Estimates, it was proposed, should be based on past experience.

Council recommended that greater publicity be given to Canadian vocational courses and that consideration should be given to incorporating in the Vocational Training Agreement provision for sharing by the Federal Government and the provinces in costs of advertising.

Training in Penitentiaries

A report on training in penitentiaries was received from the Assistant Commissioner for Industries and Vocational Training. Training has been given in 14 different occupations, it showed. The Council recorded its satisfaction with the work that has been done and offered continued co-operation in any way the federal authorities may think possible towards extension or improvement of this service.

Other Business

Other matters which received the attention of the Council included training of older persons, training of the handicapped, vocational training of Indians, training of armed service tradesmen, training for merchant seamen in navigation and engineering, training of workers for defence industries, training for federal departments, training of civilian teachers for the armed services, supervisory training and youth training.

Filmstrips on the plumbing trade and "Careers in Engineering", jointly prepared by the Economics and Research Branch, Department of Labour, and the National Film Board, were shown. Two other filmstrips, "The Social Worker" and "Radio and Electronics", are near completion, it was reported.

The chairman introduced J. A. Doyle, Director of Technical Education, Saskatchewan, who replaces W. A. Ross as a member of the Council, and S. R. Ross and G. M. Ingersoll, who have been appointed to the staff of the Canadian Vocational Training Branch since the last meeting of the Council.

October 21 and 22 were tentatively set as dates for the next meeting of the Council.

McGill University's 6th Annual Industrial Relations Conference

Attendance showed marked increase over previous years. Delegates came from every part of Canada east of Manitoba. Five papers presented on central theme, "Personnel Administration and Industrial Relations"

A marked increase in registration was recorded this year at the sixth annual conference of McGill University's Industrial Relations Centre. About 200 delegates — representatives of management, labour, governments and universities—came from as far west as Manitoba and as far east as Newfoundland. Last year approximately 100 attended.

Theme of the two-day conference was "Personnel Administration and Industrial Relations" and the five speakers presented papers on such topics as leadership, attitudes, full employment, and the collective bargaining process.

The conference, held on April 21 and 22, heard the results of research studies on the patterns of effective leadership and how to cultivate those patterns in industry; was told of the importance of attitudes in industrial relations; was warned that democracy must solve the problem of full employment; and was given suggestions on foreman training and worker-foreman-steward relationships.

The one union speaker made an appeal for the encouragement of "the maximum participation of working men in the affairs of their own lives". The individual worker's role in collective bargaining is diminishing, he declared.

The speakers and the titles of their addresses were: Dr. Robert L. Kahn, Director of the Human Relations Program, Survey Research Centre, University of Michigan, "Leadership Patterns and Organizational Effectiveness"; Dr. Ross Stagner, Professor in the Institute of Labour and Industrial Relations, University of Illinois, "The Importance of Attitudes in Industrial Relations"; Prof. Eric Kierans, Director, School of Commerce, McGill, "Full Employment Stresses"; George W. Brooks, Director of Research and Education, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL), "Opportunities and Limitations of Collective Bargaining"; and Dr. Neil W. Chamberlain, Assistant Director, Labour and Management Centre, Yale University, "Industrial Relations and Personnel Administration".

The conference was again under the direction of Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University.

Dr. Robert L. Kahn

Dr. Kahn divided his address on "Leadership Patterns and Organizational Effectiveness" into two parts: "Effective Leadership Patterns" and "How to Bring About Effective Leadership Patterns".

In the first part of his speech he told of the results of a research project undertaken by the Human Relations Program* of the Survey Research Centre of the University of Michigan. Dr. Kahn is director of the Program.

In the second part, he gave suggestions on applying the theory resulting from the survey.

The survey on which Dr. Kahn reported detailed findings to the conference was one that had been conducted over a period long enough to record changes in attitudes.

The speaker discussed patterns of leadership under four headings: differentiation of the supervisory role, closeness of supervision, employee-centred supervision, and man-to-man relationships within the group.

Dr. Kahn defined the first heading, "Differentiation of the Supervisory Role," as "the ability of the supervisor to separate himself from the group in terms of the something unique that he is able to contribute to the group".

"The foremen who were high producers," he reported, "spent more time on planning, more time on specially-skilled jobs the men could not do. The foremen who were low producers spent more time doing work that the men could do. The supervisors with the best production records gave more time to supervising and less time to clerical duties and relations with their superiors. Where little time was spent on supervision, an informal leader often appeared; the foreman, in effect, was abdicating his function."

Under the heading "Closeness of Supervision", Dr. Kahn reported that the most effective leaders, although they spent more time on man-to-man supervision, did not supervise as closely, made less frequent check-ups, gave less detailed job instructions and gave the workers more freedom to set their own pace.

He pointed out, however, that "the tendency is for the foreman to exert the same degree of closeness of supervision as is exerted on him.... The foreman's ability to practise his human relations skills depends on the amount of authority delegated to him."

On "Employee-Centred Supervision" Dr. Kahn said: "The employee-centred supervisor tends to take a personal interest in the worker and his problems, is less interested in punishment when things go wrong but more interested in finding out why they went wrong.

Under the fourth heading, "Man-to-Man Relationships within the Group," Dr. Kahn reported that the groups with the best production records had the greatest pride in their work group. But, he said, "we are still not sure what is the cause and what the effect".

During the second part of his address, Dr. Kahn gave more detailed findings from the survey in the household appliance company. As the survey lasted more than a year, the researchers had been able to record the attitudes of the company's four to five thousand employees both before and after an interval during which time a number of the workers became foremen or union shop stewards.

The survey revealed that the attitudes of those promoted or named stewards, which were similar while they were rank-and-file workers, varied widely after the change in status. While they were of the rank and file, both groups had the same attitude towards management and union. But six months after the change in status, during which time no attempt was made to change attitudes, they became "drastically" different in attitudes: those who had been promoted to foreman had become largely management-oriented and those who had become stewards had become completely loyal to the union.

The earlier interviews had shown that both the foremen-to-be and the stewards-to-be were mainly of the same age and seniority group; that, while the company employed a large number of women, all the foremen-to-be and 90 per cent of the stewards-to-be were men; that both were markedly more educated than the other rank-and-file workers; that both groups (90 per cent of the foremen-to-be and 89 per cent of the stewards-to-be) worked on skilled jobs; that both were "powerfully interested" in moving up and made no distinction between a move to a foreman's or a steward's position as long as it was a move up; and that both were above average in comprehension.

Thus it is easy, Dr. Kahn said, to separate those who are to become foremen or stewards (the leaders) from those who will remain rank-and-file (the followers) but it is hard to separate those who will become

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*The Human Relations Program is a program of research in major organizations to find out what factors make them effective or ineffective. Studies have now been made in an insurance company, a railroad, an auto plant, a tractor plant, a house appliance factory and government agencies.

"We have attempted to find divisions or groups in the organizations that were similar in function but different in measures such as productivity, quality, rates of absence, morale," Dr. Kahn explained.

foremen (leaders in the company) from those who will become stewards (leaders in the union).

The later interviews showed the drastic differences in attitudes of the new foremen and the new stewards. The reason for the change, Dr. Kahn said, was that "placed in different roles, they responded to environmental demands.

"This illustrates," he emphasized, "the differences in the power of learning from lectures or reading and of learning from experience."

Dr. Kahn said the implications for those who have the job of trying to bring about changes in attitudes were:—

There is a need to concentrate on setting up learning experiences; there should be less dependency on "ladling it out".

The hierarchy is important; the organizational pyramid is powerful and important. Real co-operation and initiative from the top is required.

The group is all-powerful. The attitudes of a man's colleagues, superiors and subordinates, have a powerful effect in shaping the beliefs a man will hold.

"Man will change," he concluded, "only when we utilize the power of the group in which the man is functioning."

During the discussion period that followed his address, Dr. Kahn, in answer to a question, said he had found that if the foreman was effective in his leadership and the union steward was not, the workers looked very largely to the foreman and to the company and thought in terms of their interests being tied to the company rather than to the union. If the steward was an effective leader and the foreman was weak, the relationship was reversed. In the few cases he had found where both foremen and stewards were effective leaders, the workers saw their interests tied in with both the company and the union and didn't think that this was incompatible. "They felt you could be a good union man and a good company man at the same time," he said.

Dr. Ross Stagner

That attitudes are important in industrial relations was the theme of the address by Dr. Ross Stagner. "If we want to know how management and union can state as 'facts' completely opposing versions of an incident, we must take attitudes into consideration," he said.

Dr. Stagner defined attitude as "a readiness to see things in a certain way".

Dual Loyalty

Reporting on the findings from a series of studies conducted by the Institute of Labour and Industrial Relations, University of Illinois, Dr. Ross Stagner said that "those workers who are best satisfied with their jobs tend to have more good things to say about the union; and those who gripe most about management also have most complaints about the union.

"This finding is the basis for our conclusion that the workers find nothing psychologically disturbing about the idea of dual loyalty—loyalty to both the company and the union. Those workers who were satisfied with their jobs, liked their foremen and approved of company policies are certainly the group most likely to show company loyalty. And it was this same group who were more satisfied with their union, liked the officers, and approved of union policies.

"In a crisis situation, most of them would probably have gone along with the union; but they apparently did not see any necessity for disliking the company."

At the beginning of his talk he gave an illustration of how facts can be distorted by differences in attitudes. A speech containing exactly the same number of statements favouring and opposing President Roosevelt's New Deal was delivered to classes of college students who had previously recorded their political attitude. The Republicans among the listeners reported that the speaker was critical of the New Deal, the Democrats that he was favourable to the New Deal—and both could quote his statements to support their contention.

"Each heard what fitted his own prejudices and rejected the rest of the speech," Dr. Stagner pointed out.

Turning to industrial relations, he declared that "if a worker has a favourable attitude to management, he will accept and believe communications coming from management; if he is hostile to management, he will refuse to accept such communications and he will be predisposed to believe any rumours that attack management or put it in a bad light."

Workers who are frustrated and disappointed on the job usually develop unfriendly attitudes towards management, he said.

An executive's response to the news that his workers have joined a union is determined chiefly by his attitude to unions in general, Dr. Stagner declared.

This indicates, he said, that attitudes play a causal role in industrial relations. The outcome of bargaining depends on the attitudes of the parties towards each other.

Dr. Stagner then reported some of the findings about attitude from a series of studies conducted by the Institute of Labour and Industrial Relations, University of Illinois.* He described the Institute's concept of attitudinal climate, how it was measured, the amount of agreement between different levels of an establishment, the location of significant items and some of the correlates of attitudinal climate.

Some of the factors found in the survey that seemed to be associated with a favourable attitudinal climate were: high hourly average wage rate; high sum of wage increases during the two-year survey period; high extent of union influence on management decisions; rapid settlement of grievances; a favourable attitude towards management by the public in the community studied; a fairly high skill level in the work force; and a management relatively uncontrolled by financial or other ownership outside the community.

The establishments with more negative climates showed lower hourly wages, lower wage increase, less union influence, slower grievance settlements, less public approval of management, etc.

One of the positive contributions made by the survey, Dr. Stagner believed, was the demonstration that the attitudinal climate among rank-and-file workers is closely related to the attitudes of management towards the union. "It has often been said that management gets the labour relations it deserves. I would prefer to say that our research indicates that top management has a dominant influence on the course of labour relations," he said.

Turning to a psychological approach to attitude, he explained that all attitudes have at least two components: motive and perception. Both workers and management have certain motives that tend to come into conflict, a fact that creates a variety of labour-management problems. About perception he said: "No human being can be sure he is being entirely impartial" and "we see only what we are prepared to see." You will not see or hear things that conflict with your attitude, he said, and your motives will tend to reinforce many perceptions.

"Attitudes develop in labour-management relationships," Dr. Stagner said, "because executives, workers, and union officers have motives they are trying to satisfy; and they have certain perceptions, certain ways of looking at things, that they think will help them satisfy these motives. If the attitudes developed as a result of such interactions are favourable, co-operation is easier. Hostile attitudes made co-operation virtually impossible."

Attitudes can be changed but it is not easy to do so. "Nobody can change an attitude by wishing to do so," Dr. Stagner said, "nor can we expect others to do likewise."

Attitudes can be changed most easily if a strong motive is operating. While management cannot manipulate its own motives nor those of its workers, it can appeal to those motives the worker already possesses.

Attitudes can also be changed by changing perception. "If the manager can see the union as a possible help to better personnel relationships, better safety, better attendance, etc., his attitude of hostility will diminish. If the union officer can see that management is genuinely interested in the welfare of the workers, his attitude will likewise improve."

Percepts can be modified in many ways, Dr. Stagner declared, one of which is with more information. "Far too many business executives have been unwilling to give out information about their business to the employees," he said. "At the very least, full information should be given to the workers about the problems facing the company and about the policies which management proposes to adopt for dealing with these situations."

One way of changing attitudes that has been successful in psychological work is through participation, Dr. Stagner continued. "One side in a conflict cannot see the problems of the other side," he explained. "If you can find joint problems on which the two groups can work together, common ground is reached, mutual perceptions are established and attitudes improve rapidly."

In conclusion, Dr. Stagner said he has tried to make three points about attitudes in his address. These were: a look at the attitudes in a plant shows how the worker-management relationship is getting along;

*The surveys and findings therefrom are published in *Labour-Management Relations in Illini City*, Vol. II, soon to come off the press.

the nature of these attitudes will predict the future of labour-management relationships in that establishment; attitudes cannot be changed just by wanting to do so.

"Attitudes can be changed by planning, by understanding the motives and perceptions of workers, by providing satisfactions, by giving information, by increasing participation. In other words," he concluded, "good management produces good attitudes. If the attitudinal situation is poor, something must be wrong with management policy or its execution. You can build good attitudes in your organization; but it requires constant attention and thought."

In answer to a question, Dr. Stagner told of a company where it was management's policy to give full information to the union and to treat it as a partner in the enterprise, "not as a silent partner, but as a partner with a voice".

"This is one of the companies that had a favourable attitudinal climate," he reported. "We don't have any evidence that this top management decision was a decisive factor but we do know that there was a correlation and that these two events did happen; so that it seems as though there might be some relationship."

Prof. Eric Kierans

"In time of national emergency it is true to say that our very survival depends upon the most efficient allocation of our available manpower and all our resources. I think it is equally true to say that our future as a free, democratic nation depends upon our success in solving the problem of full employment. It is a problem to which all our institutions—business, labour, government and the university—must contribute."

These were the concluding words—and the thesis—of the address by Prof. Eric Kierans, titled "Full Employment Stresses," at the conference dinner.

At the beginning of his talk, Prof. Kierans said: "There is general agreement that no economic system can be justified that does not ensure employment to all those willing and able to work, and politically no government in the free world can hope to survive which produces or promises less."

Economists have suggested the goal of full employment as a legitimate social end, he continued, pointing out that the full employment discussed by economists is not 100-per-cent employment.

"All that economists say," he explained, "is that they think they know how to moderate the incidence of a depression and to prevent it from becoming a catastrophe; but they do not know how to prevent it completely or to cure it quickly.

"For there is a real cycle based on change in the existing division of labour and capital, the technological pattern of growth, the discovery and distribution of resources, the changes in demand, the needs and desires of the community, the improvement of marketing and management patterns and techniques—all of which require that labour and capital be freely mobile and ever ready to foresake one industry for another."

The full employment problem is not one of solving the inequality of economic power and wealth, Prof. Kierans said, which can easily be reduced by taxation and redistribution, nor one of providing work for the dissidents, the careless and the inefficient.

"The totalitarian solution is the simplest—the direction of all labour to appropriate work camps—but here we simply substituted political inequality for economic inequality," he said. "The challenge that lies before us is to devise new and economic ways of employing fully our manpower resources in a manner consistent with the objective of freedom—natural, political and civil—that was the outstanding contribution of our forebears."

The greatest single problem of a full employment program is that it seems to promise too much, he said. A definition of full employment that declares that there should always be more vacant jobs than applicants is "inherently inflationary". A policy aimed at achieving this will create grave price instability, he explained.

"Maintaining full employment will not be an easy task," Prof. Kierans stated. "We are setting ourselves a goal which the enemies of our way of life claim is unattainable other than in a planned or totalitarian economy. We are compelled, therefore, to assess our every action from the point of view of the community as a whole.

"It is, for example, taken for granted that depreciation reserves shall be reinvested in the same firm and industry," he continued. "But is this sound? Would not a little more initiative and a little more enterprise suggest that the economy may provide greater opportunities in developing newly-discovered resources and that the funds invested in older industries must now be gradually disinvested so that we may at all times take advantage of the maximum opportunities available?"

While the responsibilities of the businessman are great in view of the fact that our political and economic stability depends on

the measure of success achieved in maintaining full employment, the duties and responsibilities of labour are no less grave, Prof. Kierans said. Labour, like business, must take the viewpoint of the community as a whole, he said,

"Assured of a pledge from business and government of devotion to a full employment policy, the interests of labour must be identical with those of the consumer, who is interested in increased production at reduced costs," he suggested. "Since we are living in a non-stagnant economy, innovations, changes in tastes, techniques and population require a free and mobile labour market to exploit opportunities properly.

"Labour groups can advantage themselves by holding up prices and wages, by impeding mobility and freedom of entry into specific occupations; but every such block will negate the community interest," he said.

After pointing out that management was no longer the "enemy" of labour, because if full employment is to be achieved old battles and charges must be forgotten in the common task ahead, Prof. Kierans said:—

> The greatest impediment to the achievement of full employment is that organized groups, cartels or syndicates can decrease the flow of social income. If these groups persist in exercising that power, or if they demand bribes to forgo its exercise, our system will break down. Whenever labour waives a restriction, adjusts wages to productivity, increases mobility; whenever management frees a price, disallows a combine's agreement, permits free entry, new opportunities are created. It may appear to many that we are asking for the impossible revolution and that we are asking union and management to change their whole nature. Nevertheless, if we are to continue to live as free men we must seek our responsibilities as avidly as we demand our rights.

Turning to unemployment, he pointed out that in an economy subject to fluctuations it is inevitable that certain groups will bear the brunt on hardship, unemployment and want. "It is not sufficient to say that these fluctuations are the price of freedom and progress," he declared. "Equity demands, and politics dictate, that the burden be eased."

Family allowances, old age pensions and unemployment insurance ensure that there will be no repetition of the disastrous thirties, he said. It is important that the costs of these social services, which present "heavy" demands upon the economy, be spread "as justly and equitably as can be and with the least possible interference to the productive power of the community," he warned.

Prof. Kierans concluded his address with a description of the contributions of the universities to the problems of maintaining full employment and a listing of the purposes and functions of the School of Commerce at McGill University.

George W. Brooks

Under the title "Opportunities and Limitations of Collective Bargaining," George W. Brooks of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers described the "profound" change—from the union point of view—that has taken place in industrial relations in the past 20 years, listed the accomplishments of collective bargaining, and discussed the developments in collective bargaining that he felt were "regrettable".

"The process of industrial relations has become much more complicated in the last 20 years," he said, and the change has primarily been in the attitude of the employer. Union officials are now welcome instead of unwelcome in the employer's office, he explained.

The change, which he described as "fundamental and revolutionary" from the union point of view, has been accompanied by other significant changes, Mr. Brooks said. It has resulted in a "swapping" of jobs: the employer handles the collection of union dues and the maintenance of union membership, tasks that before 1935 were the union's whole job.

"It is safe to say that probably 85 per cent of the total membership of the American labour movement have never been talked to about joining a union by anybody except the employer," he stated. "Furthermore, the employer has even, in a great many cases, taken over the very difficult job of collecting dues."

In return, the unions took over the job of discipline in the plant. "Just as the unions were relieved of some of their more difficult clerical tasks, the employers were relieved of some of their disciplinary tasks," he said.

"It is not altogether bad that the union has taken over this function," he continued, "because the essential part of a collective bargaining operation is not and never has been, in my opinion, the arrival at a particular wage scale, a particular adjustment or a certain number of holidays. Collective bargaining is the process of getting the consent of the governed to the terms of their government."

These developments have had other consequences, Mr. Brooks pointed out, including the growth of a large union bureaucracy engaged in bargaining and in "servicing" local unions and the matching growth of a bureaucracy on the management side organized around the personnel function. Another consequence is the lessening of bargaining by the principles, a result that he viewed "unhappily".

"The kind of give and take that took place between the boss and the local union committee was on the whole a useful education process which, in my opinion," he said, "is to some extent frustrated by these new developments."

Turning to the accomplishments of collective bargaining, Mr. Brooks said that the most important thing about collective bargaining was that it "introduced a new society into the plant, a society of law and order, a society in which everyone's self respect, within reasonable limits, could be maintained". The collective process is worth preserving and worth making sacrifices to preserve, he declared.

"One less-generally-understood result of collective bargaining," he continued, "is the very considerable degree of acceptance of technological change. In no single mass-production industry today can you find any serious union opposition to technological change.

"In this respect," he pointed out, "the coming of unionism has provided an enormous advantage, because the natural response of unorganized individuals is to resist technological change."

Discussing the regrettable developments that have occurred in the last 10 or 15 years, Mr. Brooks first mentioned the "distressing tendency for the collective bargaining process to become a manipulative process".

He then expressed regret that the tendency is growing for management "to invade the private lives" of the employees. "There are plants of major corporations," he explained, "that have psychoanalysts on their staffs to interview people and talk to them about their problems. I'm not saying people should not be talked to about their problems but I don't think the company should have anything to do with it."

The third thing he was worried about was the tendency for local leadership and local initiative to dry up in the trade-union movement. "This is by far the most serious of all the developments and one that should give us all concern," he said. He pointed out that this resulted in part from the growing size of the industrial unit and was an apparent consequence of the growth of multi-plant bargaining. And the tendency has been exaggerated, he added, by government participation in the collective bargaining process.

He also looked with disfavour on the introduction of scientific methods, e.g., job analysis, into personnel administration.

"These are serious matters," he concluded. "I think that most of you will agree that in our kind of political and economic society working men need to take part in the determination of their own affairs." The maximum participation of working men in the affairs of their own lives should be encouraged, he declared.

"It is not only the decent thing for the company to do but it is in the company's own interest to see that the process takes place on a wider scale and as frequently and intelligently as it possibly can. Test everything you do by whether it is comprehensible by the men who are affected by it and reject it offhand if it's not. In our society we believe that people have to take part in the determination of their own affairs. We are not willing to trust them to the wise people, to the good people or even to the elected people. We want everybody to take part.

"This is just an item of faith; but it is an item of faith to which you ought to find it as easy to subscribe as I do."

Dr. Neil W. Chamberlain

"The union has brought with it the need for change in personnel administration," said Dr. Chamberlain. In his address, which he titled "Industrial Relations and Personnel Administration," he explored some of the changes in personnel procedures that collective bargaining seems to call for.

Collective bargaining has put the foreman on the firing line as far as personnel administration is concerned, he said. For that reason the problem of personnel administration is most apparent in the foreman's situation and therefore he concentrated on it.

He first considered the type of foreman training called for. The emphasis placed on human relations techniques in most training programs for first-line supervisors, while sound, does not always go far enough, Dr. Chamberlain said.

He suggested that foremen might be taught to use the grievance procedure as a consultative technique and make it a tool for his own use.

"The union has provided him with a steward," Dr. Chamberlain pointed out, "the union's intent being that the steward

should act as the first-line check on supervision, insuring that the rights of union members are respected. But once the union has provided him with a steward, there is no reason why the foreman cannot make use of the steward for his own administrative purposes. The union steward can become a useful tool of management." He went on to explain how this could be done.

> The one effective curb which has always been exercised over leaders is the reluctance of their followers to comply with directions. At some point, on some issue, individuals will rebel against even so-called absolutistic authority.... In order for authority to remain unchallenged, its exercise must be accepted by those to whom it applies. This simple homily is relevant to authority wherever found, including that of the foreman in his shop. His decision may be translated into only partially-conforming behaviour by those to whom it is entrusted, whose interests may be involved quite differently from the interests of the foreman, and whose actions are designed to protect as best they can their own interests which have been overlooked by the foreman.
>
> Yet it is difficult if not impossible for any individual to predict the likely reaction of others to his assertion of authority. All of us have experienced surprise at one time or another at the kind of hornet's nest which we have kicked up by some decision or action on our part. But for every such overt manifestation of resistance we can be assured there are many more covert displays. Under the circumstances, clues to the responses of others become important management aids....

If the foreman improves his understanding of how his men are likely to react to his decisions, he can make his decisions more effective, Dr. Chamberlain explained. Thus if he finds a contemplated action is likely to cause trouble, he can modify it to avoid such trouble. While, as a result of such compromise, the outcome may be less desirable than had previously been intended, it may be more rewarding than it otherwise would have been in fact.

The union steward can play a dual function in the foreman's decision-making process, he continued. "Not only is he the leader of the opposition, the champion of those injured by the exercise of authority, the public defender; he becomes a consultant with whom the foreman may confer, whose advice he may solicit, whose opinions he may use as a sounding board."

Training of foremen in human relations techniques should emphasize this consultative procedure. Such training, Dr. Chamberlain cautioned, should avoid being "preachy". A foreman's training program is not the place for a "Golden Rule" philosophy, he said. "I would base a foreman's training program," he explained, "on the more pragmatic premise that decisions should be shared in by all who are in a position to affect the outcome.

"In such a training program a good deal of attention could be paid to how the grievance procedure may be utilized by the foreman as a tool of administration and not only by the steward as a tool of enforcing compliance." The purpose, he emphasized, would not be to short-circuit the union but to profit from its presence.

Under some circumstances consultation with the union steward may take the form of appeasement, he granted. The grievance procedure in some situations has eroded the bargaining power of the foreman in his relations with his men to a degree beyond what is contemplated by the collective bargaining process.

"But management has at times been guilty itself of undermining the position of the foreman," Dr. Chamberlain went on. When higher management instructs the foreman to bring grievances to the personnel office to get instructions on how to answer then, the foreman becomes nothing more than an errand boy between union and management.

"In particular situations I think it quite possible that what the foreman needs is not so much human relations training as more bargaining power," he said.

"If the foreman is to have greater control over the operations of his shop, to be able to measure up to the responsibilities imposed on him, then he must be in a position where *his* decisions, not those of some unrelated staff expert, can affect for better or for worse the working conditions of those on whose co-operation he depends."

Because collective bargaining has removed the foreman from control over personnel policy, there would seem to be ample reason for involving the foreman in the actual negotiation of those provisions that affect personnel administration in the shop, Dr. Chamberlain said.

Returning to the subject of foreman training, Dr. Chamberlain advised that foremen be required to exercise their discretion in handling a grievance and to take full responsibility for its exercise rather than "pass the buck" to higher management.

In summary he said: "Management, in company with the union, should recognize the grievance procedure as one of the most important present-day techniques affecting and effecting personnel administration, and should explore the potentialities that lie

within this device, building a substantial part of any foreman's training program around its intelligent use."

Dr. Chamberlain then mentioned some problems involving the grievance procedure that management and union might explore to mutual advantage. One was the question of how much disciplinary power management should exercise over the union steward for his conduct in the performance of his job as a steward. Another was management's power to discipline a steward who leads a wildcat strike.

There are no ready or satisfactory answers for such problems, he said, since they have not yet been examined in the light of administrative requirements. "I would strongly recommend that management and union officials both concern themselves with such problems."

Finally Dr. Chamberlain suggested, bacause of the importance of a free flow of knowledge, that there was a need for "a news medium which will do for the industrial community what the Canadian and American daily newspaper has reasonably well done for the general community". He suggested the creation, where it could be afforded, of "an office of the impartial editor".

The impartial editor would be the means, he explained, for ascertaining what the employees are interested in. He would then set about satisfying that curiosity by digging out the facts and relevant opinions, presenting them in a newsworthy manner.

"If there is an issue which involves a company position and a union position, let the story be written to present both points of view along with the objective data, leaving the employee to decide the issue for himself."

The impartial editor should be chosen jointly by union and management and serve at their joint pleasure, he recommended.

"A free press in industry might help to improve the attitudinal climate there by relieving employees of fears founded on suspicion and ignorance, by increasing the sense of common interest, by improving the understanding of what the joint operation is all about. In such an atmosphere, the effective administration of personnel should be facilitated."

In conclusion Dr. Chamberlain suggested that business support a modest research program to study the organized changes suggested by the changes occurring on broader social fronts. "I rather suspect," he said, "that most firms today are in the horseless carriage stage of personnel administration, in which the advent of collective bargaining has forced some changes on the old practices but in which the genuine reconstruction—the new design —has yet to emerge and win acceptance."

Laval University's 9th Annual Industrial Relations Convention

Seven speakers deal with settlement of justiciable disputes, examining their nature and source, methods of settlement provided by the present system and changes that might possibly be made in the system

The ninth annual industrial relations convention* at Laval University had as its theme the settlement of justiciable disputes. Seven speakers, six of whom were barristers, examined the nature and source of these disputes, criticized various methods of settlement and suggested certain changes which might possibly be made in the present system.

Nearly 500 delegates took part in the two-day convention, held at Quebec on May 3 and 4 under the auspices of Laval's Department of Industrial Relations, which is this year celebrating the tenth anniversary of its foundation.

*Themes of the eight previous conventions were as follows: Industrial Relations in Quebec, 1946; Collective Agreements and Union Security, 1947; Forms of Labour-management Co-operation, 1948; Technique of Labour Relations, 1949; Wage Structure, 1950 (L.G., June 1950, p. 817); Security in the Worker's Family, 1951 (L.G., June 1951, p. 794); Wages and Prices, 1952 (L.G., June 1952, p. 723); Human Problems in Industry at the Plant Level, 1953 (L.G., June 1953, p. 859). Complete reports of these meetings may be obtained from the Laval University Press, Laval University, Quebec.

The speakers dealt with the following subjects: nature and source of individual or collective justiciable disputes; the jurisdiction of administrative bodies; civil, penal and criminal jurisdiction over justiciable disputes; justiciable disputes arising from the application or interpretation of collective agreements, as well as internal or contractual procedures; the future role of statutory arbitration and of conventional arbitration; labour courts; and trends of Anglo-American law in the settlement of justiciable disputes.

Several of the talks took on a highly technical legal aspect; but the practical side was not neglected when some of the speakers tackled the problems of the single arbitrator, labour courts and private arbitration organizations.

The guest speaker at the closing banquet, Prof. Yves Urbain of Louvain University, Belgium, delivered an address in favour of labour-management co-operation, cautioning authorities and jurists against any attempt at checking the increasing scope of industrial relations.

Rev. Father Georges Henri Levesque, O.P., Dean of the Faculty of Social Science, stressed the need to adopt the solutions called for to contemporary problems. He took advantage of the tenth anniversary of the foundation of the Industrial Relations Department to specify in what way the university can be of service to the community.

Introducing the theme of the convention, Gérard Tremblay, Deputy Minister of Labour and Director of the Department of Industrial Relations at Laval, emphasized that the conciliation and arbitration of justiciable disputes should be directed towards that jurisdiction and that procedure which will guide them into the paths of peace.

In this connection, Mr. Tremblay quoted the conclusion of a study published by the International Labour Office in 1933. According to this study, which dealt with the general problems of the conciliation and arbitration of labour disputes, the organization of conciliation and arbitration represents, in all countries, a unique effort aimed at limiting the conflict between employers and workers about the products of labour; this conflict is nothing but an expression of life itself, and is, therefore, inevitable; however, in the interests of the parties themselves and of the community as a whole, it should be directed into peaceful paths, and the combatants should be made to understand that, in spite of whatever opposition may be raised between them by the very nature of things, they nevertheless need one another, and must, in the interests of both parties, group themselves into a labour community.

Mgr. Ferdinand Vandry, Rector of Laval University, welcomed the delegates at the opening of the convention and stressed the need for a profound sense of fairness in solving the problem of industrial relations.

Nature and Source of Disputes

Marie-Louis Beaulieu, L.Ph., LL.D., QC, Professor in the Faculties of Law and Social Science at Laval University, reviewed the nature and source of individual or collective justiciable disputes in a speech that formed a preamble to the studies of the convention as a whole.

Beginning by giving an outline of the history of labour disputes, Mr. Beaulieu reminded his listeners that the first collective labour disputes in France appeared at the time of the decline of the *corporations* (guilds) and the appearance of the *compagnonnages* (brotherhoods). In England, it was the era of liberal economy, with its restrictive laws concerning coalitions, associations and wage agreements which led to disputes.

The speaker then pointed out the link that exists between economic and social changes and collective labour relationships, which, he said, appear "as attempts at social regrouping, as a quest for co-operation between capital and labour". According to Mr. Beaulieu, collective disputes result, in a way, from the failures encountered in these attempts and this quest.

Mr. Beaulieu classified labour disputes, according to their source, in three categories: those bound up with the exercise of the freedom of coalition, in other words the strike; those connected with the freedom of association; and, finally, disputes that arise from the negotiation or application of collective agreements.

After pointing out how important it is to distinguish between the different types of labour disputes, Mr. Beaulieu examined briefly the two formulas, that which consists of distinguishing between disputes involving rights and disputes involving interests, and that which distinguishes between collective disputes and individual disputes. He pointed out that the fundamental distinction, when it comes to assigning jurisdiction, is between disputes concerning rights and disputes concerning interests.

In the latter part of his address, Mr. Beaulieu applied ideas of collective disputes and of individual disputes, of disputes involving rights and disputes involving

interests, to a number of concrete cases in the field of collective agreements.

In reply to a question from the audience, Mr. Beaulieu stated that a legal strike does not become illegal even if certain illegal acts are committed. "A legal strike remains legal in principle," he explained, "even if illegal acts are committed. The facts must be judged on their merits, in accordance with the nature of these facts."

Jurisdiction of Administrative Bodies

Jacques Perrault, LL.L., Professor in the Faculty of Law at the University of Montreal, dealing with the jurisdiction of administrative bodies, paid particular attention to showing how such bodies were tending more and more to replace the courts.

He traced the evolution which has deprived the regular courts of an important part of their jurisdiction with regard to wages, industrial relations, the rights of wage-earners and disputes between management and labour.

Mr. Perrault pointed out that these administrative bodies, such as the Labour Relations Board or the Workmen's Compensation Commission, enjoy very special privileges, and that the legislator has done all in his power to remove them from the jurisdiction of the ordinary courts. "When these boards act within the limits of their jurisdiction," he said, "there is no appeal from their decisions".

Analysing the reason for this evolution, Mr. Perrault pointed out that "our rights were formulated for an agricultural and commercial environment, and have proved inadequate in the presence of the shocks of the industrial revolution".

He added: "Rights are essentially conservative. They are worked out slowly, and finally, after a long period of gestation, they set in static form the instruments which new needs had called for. But this legal setting of the instruments sometimes does not take place until several centuries have elapsed."

In the second part of his talk, Mr. Perrault analysed the legal status of different boards.

With regard to the Workmen's Compensation Commission, Mr. Perrault stated that the administration has taken away from the regular courts their jurisdiction with regard to the responsibility in matters of contracts and in matters of offences which may be incurred by the employer in industry with respect to his wage-earners.

"The fact to be noted," he specified, "is not only the jurisdiction conferred upon this administrative body for the purpose of settling disputes, but still more the substantial transformation of the dispute involving rights under the influence of administrative rights.

"Instead of a few legal principles enacted by the legislator, which may help the regular courts to decide between the rights of those concerned, a law such as the Workmen's Compensation Act decrees a detailed set of regulations in an attempt to solve, mechanically and empirically, the judicial disputes which may arise under the authority of this legislation."

Mr. Perrault also analysed the legal status of the Minimum Wage Commission, the Labour Relations Board and the Unemployment Insurance Commission.

With regard to the latter, Mr. Perrault pointed out that federal legislation has set up a *quasi-judicial* system. "The Unemployment Insurance Act," he said, "however empirical it may be, is nonetheless an interesting synthesis of certain new methods for settling disputes in the matter of rights."

During the discussion that followed his lecture, Mr. Perrault suggested the creation, for the administrative courts, of courts of appeal like the one set up by federal legislation for the Unemployment Insurance Commission. He also came out in favour of the publication of reasons for decision in order that precedents might be established.

Civil, Penal and Criminal Jurisdiction

Théodore Lespérance, LL.L., Director of the Legal Service of the Canadian and Catholic Confederation of Labour, presented a highly technical paper in which he dealt with the question of jurisdiction in disputes.

The speaker examined the right of coalition, the right of association, the right of negotiation and disputes connected with these rights.

"In the field of labour legislation," he said, "individual or collective disputes do not, in principle, come under special jurisdiction. Such disputes are laid before the ordinary courts, civil or criminal. Consequently, it would be surprising if the interpretation given them did not derive its inspiration, above all and as a general rule, from the common law, as an authoritative criterion."

Mr. Lespérance gave the legal interpretation of the right to strike, dealt with legal protection of freedom of association and with disputes concerning internal management in labour associations, and analysed disputes resulting from the collective labour system.

"After all," he said, "where labour rights are concerned, there are very few disputes which do not come within the ordinary jurisdiction of the courts of common law. In certain cases they are settled through a mechanism of arbitration clauses or through arbitration imposed by the law. However, it is never a case of a permanent court, but of purely transitory jurisdiction set up for a particular dispute or for a limited period of time."

Disputes Arising from Interpretation

Jean H. Gagné, LL.L., M.SOC.Sc., dealt with "the closed or limiting clause" in labour agreements, under which only those grievances which concern the interpretation or the violation of the labour agreement can be submitted to arbitration.

The principal grievances of this nature are: cases of hiring and rehiring; cases of dismissal and suspension and all cases concerning the application by the employer of disciplinary measures; cases of discrimination; cases of seniority in connection with lay-offs, dismissals, promotions and transfers; and, finally, cases concerning the setting of production standards.

Specifying what he meant by a dispute in the matter of rights, Mr. Gagné explained that it was a dispute arising from the execution of the clauses of a labour agreement—a dispute, therefore, which concerned a right previously defined by the parties, one party asking the other to apply this right or opposing it in order to point out that it has acted contrary to the specifications and terms of the labour agreement itself.

"When the case of a grievance which constitutes a dispute in the matter of rights is discussed, particularly at the arbitration stage," the speaker stated, "it should be examined first of all in the light of the rules for the interpretation of agreements under the common law."

Mr. Gagné proceeded to give a brief résumé of the general rules governing the interpretation of agreements as found in the Civil Code of the Province of Quebec.

He laid particular emphasis on the rule according to which, if the text of a contract is not doubtful, any litigation connected with it should be settled on the basis of the exact meaning of the text.

Mr. Gagné added that if the text is doubtful, the common intention of the parties when they agreed to it must be sought.

"The general principle of interpretation," he said, "is that effect must be given to the agreement of the parties, instead of seeking in the act which contains the agreement an intention which its terms do not justify".

The speaker went on to suggest several rules to be observed when the parties decide to include in the labour agreement clauses dealing with the arbitration of grievances which may constitute disputes in the matter of rights. These rules are as follows: State precisely that the only grievances which can be submitted to arbitration in accordance with the agreement are those which concern the interpretation or a supposed violation of the agreement; define the powers of the arbitrators in such a way that they may not change the terms of a labour agreement; instruct the arbitrators to give their decision within a specified time after hearing the parties; do not give the arbitrators power to decree retroactivity previous to the day on which the grievance was first submitted.

In closing, Mr. Gagné pointed out that the contracting parties should consider arbitration in the case of such disputes arising from the application or interpretation of labour agreements, not only as a means of settling these disputes, but also as an instrument which can serve to determine whether or not a dispute is submissible to arbitration.

Future Role of Statutory Arbitration

One of the possible changes which could be made in the present arbitration system, according to Louis-Philippe Pigeon, LL.L., QC, Professor in the Faculties of Law and Social Science at Laval University, would be to have one single arbitrator, chosen in advance by agreement between the parties or appointed by an independent organization choosing from a pre-established list. Mr. Pigeon suggested the single arbitrator in order to avoid both delays and the possibility of political interference.

"Having a single arbitrator," he said, "would make it possible to achieve that promptness in decisions which is absolutely essential."

Going back to the origin of trade-unionism, the speaker said that the collective agreement was not considered a contract at that time, but a declaration in writing of the conditions under which the union members agreed to work. "The collective agreement negotiated by the economic strength of the association," he said, "knew scarcely any other weapon than the possibility of recourse to the same economic strength."

This conception of the collective agreement places it on an utterly unstable legal basis, as each of the parties can violate it

with impunity in as far as the other party is unable to force it to respect it.

"There is no valid reason," according to the speaker, "not to apply the fundamental principle of right to the solution of disputes arising from the application of a collective labour agreement; this fundamental principle of right forbids us to do justice to ourselves and obliges us to submit the dispute to a recognized authority so that it may be judged objectively and not decided by the strength of the parties concerned."

Mr. Pigeon added that having recourse to the common law courts is not a satisfactory weapon in the case of ordinary collective agreements. That is why the need for arbitration has been recognized as a means of settling disputes arising from collective agreements.

"The great flaw in our legislation," the speaker stated, "is the extreme slowness of arbitration proceedings, which almost always exceed by far the statutory three-month period allowed, which is already much too long."

"Having a single arbitrator," Mr. Pigeon explained, "would make it possible to achieve that promptness in decisions which is absolutely essential. If the arbitrator is appointed in advance, it is evident that a minimum of time will elapse before the case is submitted to him. Formalism will also be done away with."

The speaker also said that he was in favour of the collective agreement's being the source of the definition of the single arbitrator's powers. "The collective agreement," he said, "should trace the line of demarcation between the questions which could be submitted to arbitration and those which come under the exclusive jurisdiction of management. Consequently, it is the collective agreement itself which will decide whether the dismissal calls for compulsory arbitration."

Mr. Pigeon stated in closing that it seems absolutely necessary to him, in a free enterprise system, for the final solution of collective bargaining to lie in the free agreement between the parties, even if that may sometimes mean recourse to a strike when no agreement can be reached. As for the settlement of disputes, he said we must turn resolutely towards conventional, authoritative and executory arbitration.

Labour Courts

In a well-documented lecture, dealing with the numerous aspects of the problem, Emile Colas, LL.L., I.P., suggested the setting up of labour courts to make up for "a gap in our judicial system and thus to promote better relations between management and labour".

The speaker began by examining the social reasons, the considerations of an economic nature and the trade-union motives which seem at first sight to be the principal causes of differentiation between civil law and the law regarding labour questions, sometimes called industrial legislation.

"The worker," Mr. Colas explained, "is placed in an unfavourable situation when he has to have recourse to the ordinary courts for re-establishment of his rights, and in many cases, for lack of sufficient means, he is unable to obtain justice."

From this the speaker inferred the need for labour courts.

Pointing out that jurists and trade unions have for a long time been asking for a serious study of the question, and also that there is nothing in the British North America Act to prevent it, Mr. Colas said that the Province of Quebec would greatly profit by the setting up of such courts.

The speaker then analysed the problem of the jurisdiction of labour courts, studying the question from the threefold point of view of material, personal and territorial jurisdiction.

With regard to the composition of such courts, the speaker stressed the fact that the president must necessarily be a member of the Bar of the Province of Quebec, since this is specified unequivocally in Section 98 of the BNA Act.

He added, however, that it is nevertheless possible to appoint advisers chosen from among the workers and the employers, so as to give complete confidence to all the interested parties, who, in most cases, wish to be judged by their peers.

In closing, Mr. Colas stated: "Intervention by the public authorities in labour relations and the adoption of new legislation, which, in certain cases, is unfortunately, poorly adapted, contradictory and archaic, calls for the setting up of a particular jurisdiction, different and independent from the ordinary jurisdiction of common law, in order to bring a little order and coherence into this whole indescribable muddle, and in particular to inspire it with that new spirit which should help to bring about the reign of social peace which is the only pledge of stability in democracy".

Trends of Anglo-American Law*

Prof. H. D. Woods, M.A., Director of McGill University's Industrial Relations Centre, and the only one of the seven speakers not a member of the Quebec Bar, examined the arbitration system as it exists in the United States, stating that "we can enhance the value of our arbitration structure by analysing the qualities of American legislation in this field."

Prof. Woods began by polnting out that legislators throughout Canada are tending more and more towards greater uniformity in the legislation governing disputes which follow the signing of a collective agreement. "They tolerate less, they impose more," he said; "they decide not only when there will be arbitration, but also what form it will take and what its jurisdiction will be".

In Canada, he noted, recourse to economic strength has largely disappeared as a means of settling disputes during the lifetime of an agreement. Compulsory arbitration is now becoming the rule in such cases.

"Canada," said Prof. Woods, "copied a great many of its labour laws from those of the United States. The practice of certifying bargaining agents according to whether or not they have a majority came from the United States, as well as the obligation to take part in collective bargaining. However, where arbitration and the solution of disputes are concerned, we were the ones to experiment, rather than the Americans.

"The Americans," according to the speaker, "rely a great deal more on practice or the threat of strikes and lockouts to enforce respect for the rights of all in the field of industrial relations".

Prof. Woods went on to explain that the Americans have developed private organizations, such as the American Arbitration Association, whose purpose is to encourage the parties to reach an agreement concerning the insertion of a clause in the agreement forbidding strikes and lockouts and making it compulsory to settle disputes by arbitration if necessary. In Canada these two questions have been settled by the legislator.

"In the United States," Prof. Woods continued, "there is no legal obligation to resort to arbitration, and that is why private organizations have assumed the role which the Government plays in this field in Canada—providing model arbitration clauses, rules of procedure, the officers, the arbitrators, etc."

He pointed out that the American Arbitration Association attends to arbitration cases as distinct from cases of mediation or conciliation. It limits itself to two types of cases: compulsory arbitration during the lifetime of the agreement when this is provided by a clause in the agreement, and the arbitration agreement by the parties, even if the contract does not contain a clause to that effect.

Prof. Woods ended his paper with an analysis of certain differences in our laws and our traditions, a study of the positive advantages of the AAA system and an examination of the possibilities of applying the principles and methods of this system in Canada. (See box, page 797.)

Prof. Yves Urbain

"We should expect to see the labour world of today associated with all the other institutions in the drawing up of those rules which must govern social relationships," said Prof. Yves Urbain of Louvain University, Belgium, who was guest speaker at the closing banquet.

"It is fitting," Prof. Urbain specified, "to recognize not only the existence of a distinction between labour rights and other rights, but also the existence of a new stage in the formulation of rules governing social relationships: agreements of all types between employers and employees."

Prof. Urbain, who was invited to Canada to deliver a series of lectures at the University of Montreal and at Laval, spoke at the banquet, where more than 500 persons were present and which marked the closing of Laval's 9th industrial relations convention as well as the 10th anniversary of the founding of the Industrial Relations Department at that university.

Introduced by Emile Gosselin, Secretary of the Industrial Relations Department, Prof. Urbain dealt briefly but authoritatively with the settlement of labour disputes, cautioning authorities and jurists against any attempt at confining industrial relations in too restricted an area.

"Opposing the participation of employees in the drawing up of labour rules and regulations, entrusting the entire responsibility for the legal work to the public authorities, making the majority of problems of facts into problems of rights, this," he said, "means removing from the social

*The English text of Prof. Woods' paper will be published in the June issue of *Industrial Relations*, official organ of the Industrial Relations Department of the Faculty of Social Science of Laval University. The French text will appear in the report of the 9th Industrial Relations Convention.

Arbitration of Disputes through Private Organizations

Prof. H. D. Woods, Director of McGill University's Industrial Relations Centre, sees no important reason why the setting up of an organization such as the American Arbitration Association should be impossible in Canada. However, a number of changes and adaptations would be necessary.

Differences

(a) The compulsory arbitration of disputes has been quite generally established throughout the country by legislation adopted during and since the second world war. This is in contrast with the United States, where only the compulsory waiting period is generally found, *without* compulsory arbitration.

(b) The American Arbitration Association refuses to publish its decisions, which remain the private business of the parties. In Canada it sometimes happens that the meetings are public and the awards are published.

(c) The very clear distinction made in the United States between disputes involving rights and disputes involving interests is not found in Canada.

(d) The quite general practice in Canada of having tribunals made up of three arbitrators is hardly ever found in the United States.

(e) In some provinces the Government can assume the costs of arbitration, while in the United States the parties must meet this expense.

(f) The legal interpretation of their respective constitutions has centralized legislation and labour questions in the United States much more than in Canada.

Positive Advantages

(a) Arbitration as it is practised within the limits of the AAA is compatible with the western tradition of collective bargaining in so far as it sets up a private legislature within which two parties, the workers and the employers, establish a sort of private industrial legislation, the jurisdiction of which is defined by the functional relations uniting them. This arbitration recognizes the need to refer to the compulsory award of a third party acceptable to the first two when they have not succeeded in agreeing on their mutual responsibilities under the agreement.

(b) Conciliation and arbitration being compulsory in Canada, the available arbitrators have had their time seriously monopolized. There has been a tendency to entrust to the Government the task of finding chairmen.

(c) The American system has fostered the development of a group of professional arbitrators and has raised the level of proficiency and honesty.

(d) The effect of inspections made at New York has been to avoid numerous errors and to improve the work.

(e) An increase in the number of arbitrators has lessened the need for recourse to an outside authority for the appointment of arbitrators.

Application to Canada

(1) The chief responsibility of such an organization in Canada would be to make competent chairmen available. From this point of view, its role would be the same as that of the AAA.

(2) At the present time, when the parties turn to arbitration, the chairmen are recommended by various agencies generally identified as employers' or trade-union agencies. An active association would gradually assume this responsibility and, since it would be bipartisan, would increase confidence in the arbitrators.

(3) No change would be required in the law. The official appointment could still be made by the Minister, who would be relieved to a considerable extent of the burden of finding an arbitrator.

(4) The question of permitting the association to choose a chairman when the parties cannot agree would have to be carefully examined. If the association had this power, it would, in fact, be assuming the role of the Minister, *but only with the consent of the parties in each case.*

(5) The system of inspection presents special problems which could not be solved satisfactorily as long as there is no national association and no experience has been acquired.

(6) It would be possible to obtain the support of all the principal sectors in the world of business, of trade unions and of professionals.

(7) Such an association could stimulate research, favour the improvement of collective agreements and help "educate" the arbitrators.

(8) The question of rules of procedure is an important one. It has been solved in the United States by the Association's "Voluntary Rules of Labor Arbitration." The parties accept these rules by implication.

and economic structure of society an appreciable part of its flexibility and effectiveness; it means running the risk of causing ruptures where development would have been sufficient."

The speaker added that any society which did not recognize, in spirit and in letter, the particular interests of a new social group would rapidly build up a progressive structure of disputes.

"In the concern," he said, "labour and capital do not form a community of interests because their interests are not identical. The concern constitutes only an association of varied interests with limited objectives and living under the regime of compromise."

Prof. Urbain specified, however, that, through the introduction of unions, capital and labour soon become jointly complementary in the work of production. This phenomenon is expressed in the development of bargaining, which is occupying an ever more important place in those social relationships peculiar to a well-developed industrial world.

"Once we reach that point," Prof. Urbain explained, "it must be noted that not only tergiversation around the table but even strikes form part of the bargaining process. As a matter of fact, a strike is nothing but a suspension of work by means of which one of the parties appeals to the economic and social facts in order to assert a right which the other party does not wish to recognize."

A strike, according to Prof. Urbain, cannot take on the form of opposition to the established order unless it occurs in a structure of disputes, and the structure of disputes, in its turn, is created only if society refuses to come to terms with the social groups which industry has called into existence and to the majority.

"The only important, general condition limiting the validity of direct bargaining between employers and employees," he said, "is conformity with the common good. If it is to be valid, any agreement between capital and labour must be consistent with the common good".

He specified, however, that the idea of common good "is not an alibi", and that it can scarcely be invoked in this connection except in time of war, during a period of monetary instability or under certain very special economic, social or political circumstances.

The speaker was thanked by Rev. Fr. Georges Henri Levesque, O.P., Dean of the Faculty of Social Science at Laval University, who, on the occasion of the 10th anniversary of the founding of the Industrial Relations Department, took the opportunity to look back upon its accomplishments.

"At the end of the first ten years of effort," he said, "we feel that we have attained our ideal, which was to be of service".

He then gave a brief analysis of what "being of service" means for a university.

"We believe that the primary condition for effective social action is an exact knowledge of realities. Otherwise, the best of intentions are of no use. That is why we have tried to supply society with enlightened and competent persons.

"We have also been anxious," he continued, "that our teaching should have a practical bearing on life. If justice and charity are not to be mere words, we must not be afraid to face problems in all their aspects and to choose solutions, even if these solutions involve changes in venerable laws and structures which are dear to us.

"If, in a world in which structures are changing visibly, under the impulse of the most tremendous technological revolution in history, we are not willing to accept the solutions called for, we shall not be worthy of the terrible grandeur of our times."

Ontario Work Accidents Cost $60 Million in 1953

Accidents in member plants of the Industrial Accident Prevention Associations, of Ontario, cost an estimated $60,000,000 last year. W. H. Gibson, the President, said in a speech at the organization's 39th annual convention in Toronto.

Compensation payments to employees of member companies who were injured in work accidents numbered 24,379, compared with 22,372 in 1952.

However, Mr. Gibson pointed out, 72 of 17,600 Ontario manufactruing plants reported no lost-time accidents during the year.

He said the porportion of accidents occurring on moving machinery has been reduced from 24 to 15 per cent.

12th Annual Conference of the Toronto Personnel Association

Among topics discussed by speakers were: The Economic Road Ahead for Canadian Business. Can the Employee be Loyal to both the Company and the Union? Labour's Objectives in 1954 and 1955. During the latter address, CIO official dealt with the guaranteed annual wage question

The economic road ahead for Canadian business. Can the employee be loyal to both company and union? Labour's objectives in 1954-55. The road to good human relations. These and other topics were discussed at the 12th annual conference of the Personnel Association of Toronto in April, the theme of which was *The Road Ahead Through '55.*

Eight speakers led the discussions; they included Gilbert E. Jackson, economist and business consultant; Rev. T. V. Purcell, SJ, Loyola University, who studied workers' attitudes first-hand at a Chicago packing plant; and Ted F. Silvey, of CIO headquarters. The Hon. Charles Daley, Ontario Minister of Labour, opened the conference.

With 1,000 registrants for the two-day conference, a new attendance record was set.

Ontario Minister of Labour

Hon. Charles Daley, in opening the conference, paid tribute to the "significant and real" contribution of personnel administrators to the province's labour-management relations. "Thanks to you and others of your good faith and good sense," he said, "they have remained relatively harmonious."

The Minister referred to the demand for inclusion in the labour code of the compulsory check-off.

"We have been pressured for many years now," he said, "to include in the Labour Relations Act provision for the compulsory revocable check-off. I have been opposed to this because the check-off is collective bargaining. Union security in any form is collective bargaining. If unions gain the confidence of management, the check-off will flow from this confidence."

On the question of compulsory arbitration, the Minister did not think there was any real need at this stage. In the case of public utilities, perhaps, he said, but he pointed out the difficulty of deciding where to apply it, and so preferred to leave it to collective bargaining.

Economic Road Ahead

Are we headed for a recession or is this year to be one of readjustment after the postwar boom? What about the unemployment problem, the guaranteed annual wage, seniority? These questions Gilbert E. Jackson discussed in an address, "The Economic Road Ahead for Canadian Business".

The signs point downward to a recession, according to Mr. Jackson. "Recession is a means of readjustment," he said. "The question is: Have we become sufficiently maladjusted to need a serious recession to readjust."

In using the word "downward" the speaker emphasized that he did not mean the "thumbs down signal that meant death to the gladiator in Roman times. Rather, his downward thumb was the thumb of the hitch-hiker or the motorist out of gas, temporarily depressed but soon to be travelling again."

It is possible to know a great deal more about '64, he said, than '54, and if we are going to conduct ourselves with prudence in '54 we should know what '64 will bring. He expressed great optimism concerning prospects for 1964. The 19 to 20 million Canadians who will inhabit the country ten years from now will not only outnumber today's population figure but will produce more and be better off, he thought. If present trends continue, in '64 we will be working two hours less per week and be 17 per cent better off than we are today, he predicted.

On the subject of the guaranteed annual wage, Mr. Jackson felt that it would be adding to the rigidity of the framework in which our society operates. "I personally deprecate any proposal that introduces new rigidities," he said. "I cannot but regard it as bad."

Dual Allegiance

A worker can serve two masters, was the conclusion reached by the Rev. T. V. Purcell, SJ, as the result of an on-the-spot

study of the problem of dual allegiance to company and union.

The study was carried out through interviews—385 in all—of members of Local 28, a key local of the United Packinghouse Workers of America (CIO), at the Swift & Company plant in Chicago. Father Purcell lived and moved among the workers in the dual role of psychologist and priest.

The study was made during a crisis period, arising from the aftermath of a severe strike, a power struggle between the Local and International, factionalism in the Local and control of it by the Communist Party.

The inquiry was based on the three questions:—

1. Will the average worker actually have dual allegiance to both company and union and find the satisfaction he requires?

2. Will he see both organizations as necessary to his welfare?

3. Will his allegiance to one of the two organizations pull him away from the other, thus straining his dual allegiance?

"Allegiance" was defined at the outset by Father Purcell as "an attitude of favourability" towards the company or union as institutions. It does not mean complete satisfaction with every aspect of either of them, nor does it mean "will not strike or scab" but, rather, less likely to do so.

Company allegiance is a fact, Father Purcell found. From a sample of 202 employees, 92 per cent had allegiance to the company. Steady work was a strong factor behind their allegiance, along with fair treatment and good foremen, pay and welfare benefits.

Union allegiance was also a fact. Even in 1950, in which ended a strike that was unsuccessful and unpopular with the rank and file, 79 per cent of the sample indicated a definite and clear allegiance to their union as an institution. Allegiance to the union was motivated primarily by security, the system of grievance procedure and seniority. Of the foremen, 57 per cent had allegiance.

Dual Allegiance a Fact

Employees do have dual allegiance, Father Purcell found, and they do believe in both company and union institutions. Nearly three-fourths—73 per cent—of the men and women of the plant were found to have positive allegiance to both company and the union.

As to whether the workers' allegiance to one of the two organizations will pull him away from the other organization, thus straining his dual allegiance, the finding was that dual allegiance is not under a strain for most workers. The rank and file workers, at least, do not find a necessary conflict between the two organizations to which they belong but, rather, oppose a divided or split allegiance. There is a solid basis for at least "harmonious opposition" between company and union. The workers do not feel that they have to reject the company in order to develop union loyalty nor reject the union to have company loyalty. "Dual allegiance is what they want," stated Father Purcell.

Concluding his talk, Father Purcell expressed the belief that the dual allegiance found to exist gives basis for optimism regarding the future of in-plant industrial relations. "We can say that a system with dual allegiance permits us to predict less industrial strife than a situation with split allegiance. People with dual allegiance will be less likely to vote for a strike, in the first place, or if they do strike, perhaps out of fear of a small number of union leaders and pickets, they will come back to work sooner. They will be less likely to engage in slowdowns or 'sitdowns'," he said.

Guaranteed Annual Wage

Speaking on labour's objectives in 1954-55, Ted F. Silvey, of CIO headquarters staff, discussed union demand for the guaranteed annual wage.

The next five to eight years are going to be very interesting, said Mr. Silvey. In 1950, we entered a third industrial revolution, advancing rapidly into a new production system, known as automation. "The more extensive application of automation not only makes the guaranteed annual wage imperative but also prepares the way for the still further union demand for the 30-hour work week," he declared.

Replying to the criticism that the guaranteed annual wage will destroy initiative, Mr. Silvey said the same argument had been used to oppose each and every industrial relations improvement as soon as it was proposed. "Unions are highly imitative organizations and they are asking only for something the bosses have enjoyed for years. They feel that what is good for the bosses is good for them. They are merely saying, 'me, too!' You should remember that although workers are paid by the hour they must live by the year."

What we want is an annual employment pattern, he continued. Nobody is discussing a situation where a worker has a job, is needed for production and decides

not to come to work because he is under a GAW plan.

"This is not GAW, it is simply malingering," Mr. Silvey said. "People have to work when work is scheduled or they don't get paid. The CIO objective is to so stimulate employer responsibility that there will always be work, or the penalty of paying wages *for not providing work*. After all, living without working is reserved for those on relief and those on dividends."

Two Angles to Discussion

The guaranteed annual wage can be discussed from two angles, stated the speaker. First, as a principle of industrial employment and an economic question and, second, as a technique of remuneration, with details of its application. This latter, he said, must be worked out pragmatically, based on each industry's situation. The CIO does not want legislation but takes the position that each industrial union —steel workers, autoworkers, meat packing, oil, rubber and other industrial union groups—each do their own collaborative study with their employers and each work out the details of application suitable to their own situation.

"To talk about specific application before we talk about the broad economic points is not useful," he declared. "The CIO unions honestly want to join with employers to find the best method of applying the principle because the CIO unions are determined to achieve a guaranteed annual wage as a principle of remuneration for industrial workers."

The guaranteed annual wage is not only socially desirable but is a necessity in our technological society, the speaker asserted. In support of his argument that its application is possible, he then proceeded to develop the following four points:—

1. That technology requires our free enterprise system now to become primarily a consumption economy, that equal or greater emphasis on consumption must now be made instead of an emphasis on investment and production alone.

2. That in 1950 we entered a third industrial revolution, advancing rapidly into a new production system being called automation, which requires continuous operation even for the sake of owners and managers.

3. That there is a conflict between technology and the market place caused by abundance of new goods and services and shortage of money to buy, which conflict can be resolved in part by the guaranteed annual wage and later by a shorter work week.

4. That work is not longer sheer, intense physical effort but a new adaptation of skill and intelligence to the mechanics of production and distribution, and that personnel departments will be faced with many new problems based on new sets of moral attitudes and other factors.

Emphasis on Consumption

In dealing with the first point, that greater emphasis must be placed on consumption, the speaker quoted CIO President Walter Reuther: "You can't build prosperity from the top down. You have to build it from the bottom up. You have to build it by giving millions and millions of American consumers the purchasing power to translate human needs into actual demands in the market place."

The CIO, said Mr. Silvey, is not contending that investment is not important. Funds must certainly be put into expanding and improving our industrial enterprises and our community facilities; but business gets its real motivation and incentive to invest from the prospect of a good market with high sales. The basic idea of the guaranteed annual wage is to bulwark and build up the consumption side of our economy.

"I am just repeating," he said, "the old argument for purchasing power—the argument trade union officers and editors have been making for so many years."

Automation

At the present stage of technological development, we are in a third industrial revolution—instrumentation, declared Mr. Silvey, speaking on the second point. This third revolution, he said, threatens to abolish the worker completely as a machine tender and operator in the factory. It also threatens to abolish the work of many record-keeping office workers and even replace some executive functions.

Automation, said Mr. Silvey, is "the continuous and integrated operation of a production system without human operators. An essential feature is that materials handling is a component of the system. There is a substitution of mechanical energy for both human muscles and human perceptive senses."

What does all this mean, he asked. "When machines are able to do everything except buy what they make, what will ring the cash register? So, my strong emphasis on the point that the guaranteed annual wage will have to be the counterpart of automation."

An important point to remember with respect to automation, Mr. Silvey continued, "is that machines with instruments

operating them cannot be shut down. Management here has mechanisms which must continue to operate both for the owners of the instruments and machines, and for society. An airplane designed to go 240 miles an hour cannot fly at 80 miles an hour and stay in the air. It will crash. So also will an economic system set up to produce at a high level if it is cut back to a low level. The next five to eight years are going to be a very interesting time. The more extensive application of automation not only makes the guaranteed annual wage imperative but also prepares the way for the still further union demand of the 30-hour work week."

Technology *vs.* Demand

The traditional requirement of private enterprise is scarcity, stated Mr. Silvey. When commodities are scarce, owner-producers can command high prices because there are not sufficient to supply effective demand; when goods become abundant, prices are "supposed" to decline. "When, through the operation of automation, goods become abundant, what happens to the price structure and distribution?" he asked.

"Scarcity has been overcome by technology heretofore but under the private enterprise system we proceeded artificially to create scarcity by shutting the plants down and waiting for inventories to diminish. But under the new system of automation, we dare not shut the factories down. The political and social consequences are too far-reaching and tragic. Depression very rapidly becomes mass unemployment; mass unemployment becomes the great unsolved problem of democracy."

Conflict between technology and the market has already come to a head in agriculture, said the speaker. Rural mechanization has been going on for a long time. Crop land no longer needed to produce feed for draft animals was freed when tractors replaced mules. This and many other changes have had a "sky-rocketing" effect on production on the farm. He went on:—

> A radio manufacturer, unlike the farmer, can review his Christmas and future new year selling prospects and if it does not look quite good enough, on August 15 he can post a notice on his bulletin board declaring his plant will close down for three weeks. But the farmer cannot on August 15 go to his cornfield and say, "Stop growing!" He can't go to his barn and say to his cows, "Stop lactating!" He can't go to his chicken house and say to his hens, "Stop laying!" It is impossible to shut down the rural factory we call a farm.

So the abundance of output that technology has made possible in agriculture has required the Government to step in with support prices to buy the stuff off a market in which, under traditional private enterprise theory, the abundance would push the price so low as to bring disaster for the farmers. We have been buying billions of dollars worth of food and fibre and spending more hundreds of millions to warehouse it.... We have this enormous quantity of foodstuff, which is costing us such fabulous wealth not to use, and the sensible thing would be to consume it.

But we have the private enterprise system, and we have to ask: Does the private enterprise system exist primarily to make a profit for owners and producers, with the by-product result of providing goods and services for human need, or does the private enterprise system exist primarily for the producing of goods and services for human need with the by-product result of making a profit for owners? You well know the first of these two is the concept to which we adhere; we rationalize the lag with the commonly repeated phrase, "not in business for my health".

I am not criticizing owners. I am not making an anti-capitalist speech. I am just raising the question, what do you do when abundance is so great that traditional economic policy calls for businessmen to shut down their factories and stop producing. This is destruction of goods when people are in need of them, and automation brings a new abundance even greater than our earlier technology has provided.

So as the problem has come to a head in agriculture, automation will bring it to a head in industry....

I come back to Father Purcell's phrase: *steady work*. If workers have steady work, they have the means to ring cash registers, to take off the market and use for their higher standard of living the articles which are produced and which they need....

We deliberately can create a market large enough to buy the output. The CIO declares that one way to do this is by the application of the guaranteed annual wage.

Technological Unemployment

Turning to the problem of the people who are going to be displaced by automation Mr. Silvey said:—

There will be fewer highly skilled automation engineers and layout men. Many workers will be trained to be the manipulators and maintainers of the newest automatic machinery. There will be new employment opportunities in the factories making the instruments and machinery. Substantially, however, fewer people will be needed in final output and there will be considerable transfer of workers within and outside industrial production. A great many more people will have to go into jobs which are non-productive but are not "un-productive".

Out of an increase in the United States work force of 17 million in the last 14

years, only four million went into manufacturing, he pointed out. Predicting that in the next comparable period there will be constantly increasing production in the factories with even fewer people, he said:—

These things indicate new patterns in factory production, worker relationship to jobs, job descriptions, wages, hours of work, and so forth.

I do not think personnel people are going to be technologically unemployed. You are going to have a great many new problems. Just let me give you one curious illustration from CIO discussion how best to meet some new problems of the guaranteed annual wage in a collective bargaining contract; that is, how to apply it so the workers with the *most* seniority won't want to be laid off *first!*

Advantages to Management

While there will, of course, be difficulties, said Mr. Silvey, it must not be overlooked that there are "virtues and advantages" for employers also. The guaranteed annual wage will (1) eliminate over-investment and reduce the idle cost of machinery; (2) reduce high labour turnover and cost of re-hiring and re-training; (3) increase productivity because time spent by workers in worry about tenure would tend to be applied to work; (4) retain the most efficient workers and a skeleton force which would constitute a reservoir of men for management positions; (5) reduce overtime costs under the provisions of the Fair Labour Standards Act.

Ontario Federation of Labour (CCL) Holds 3rd Fair Employment Practices Conference

115 delegates hear speakers urge setting-up of educational programs to acquaint public with provisions of federal, provincial FEP Acts

The third annual Fair Employment Practices Conference of the Ontario Federation of Labour (CCL) was held May 1 and 2 in Toronto with 115 delegates from CCL unions throughout the province attending.

The conference was addressed by George Burt, President of the Federation and Canadian Director of the United Automobile Workers of America (CIO-CCL); Kalmen Kaplansky, Director of the Jewish Labour Committee of Canada; and Francis C. Shane, Secretary, International Committee on Civil Rights, United Steelworkers of America (CIO). Delegates participated in workshop discussions dealing with shop stewards and human relations, human rights in the community, development of Fair Employment Practices programs in local unions, and New Canadians as members of unions.

In his opening address Mr. Burt urged the setting up by the Federal and Provincial Labour Departments of special branches to deal with the enforcement of Fair Employment and Fair Accommodation legislation.

Mr. Kaplansky reviewed legislation in Canada dealing with racial discrimination and the accomplishments of organized labour in this field. He pointed out that Canada is the only country in the world with a national law to protect people in their opportunities for employment and promotion regardless of their creed, national background or ancestry. This is the Canada Fair Employment Practices Act, which became law in July 1953.

In addition, he noted, two provinces—Ontario and Manitoba—have enacted Provincial Fair Employment Practices Acts.

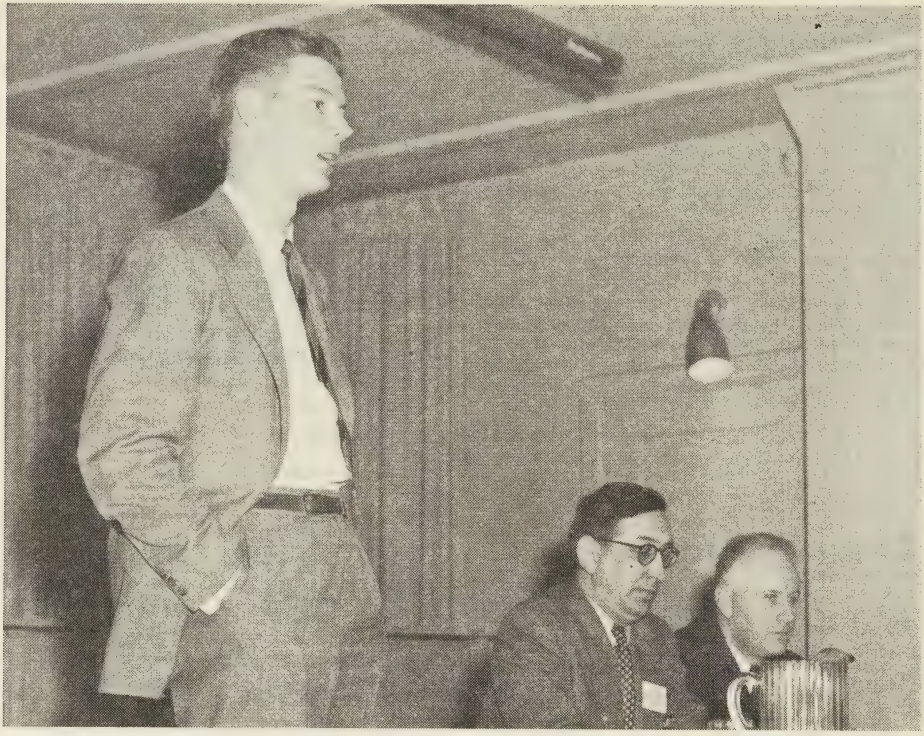
Mr. Kaplansky urged that these governments institute educational programs to make the intent of the legislation and the provisions of the Acts known to as many persons as possible.

In particular, Mr. Kaplansky urged the Government of Ontario to set up a Citizens' Advisory Committee representing public bodies to give guidance to government officials on their contacts with the public and on the proper administration of these laws. He called on unions to make the protective provisions of the laws known to their entire membership.

"Only when all the Canadian provinces have Fair Employment Practices legislation will the whole field of employment in Canada be protected from the ravages of racial and religious discrimination," he said.

Mr. Kaplansky also said there was a need for a National Bill of Rights, and spoke on the integration of New Canadians into the community.

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J. D. Love, Industrial Relations Branch, Department of Labour, explains to the 115 delegates at the Ontario Federation of Labour Fair Employment Practices Conference the administration of the Canada Fair Employment Practices Act. At his left are Eamon Park, United Steelworkers of America, who chaired the panel discussion on federal and provincial fair employment practices legislation, and Gordon Greenaway, Ontario Department of Labour, who later described Ontario's fair employment law.

Mr. Shane stressed the need for action by all sections of the labour movement against discrimination and racial prejudice. A strong and effective democratic labour movement, he said, could be built only on a foundation of brotherhood and equality. This meant that the trade union movement must educate its membership to fight for human rights in all phases of community life and not just as it applies to employment.

The delegates also heard J. D. Love, Industrial Relations Branch, Federal Department of Labour; and Gordon Greenaway, Fair Employment Practices Branch, Ontario Department of Labour, discuss the administration and provisions of the federal and provincial FEP laws.

Mr. Love outlined the program soon to be carried out by the Federal Government to publicize the Canada Fair Employment Practices Act.

Conference Chairman was Bill MacDonald, Education Director, Region 7, United Automobile Workers of America (CIO-CCL).

The first consignment of locomotive boilers being given by Canada to India under the Colombo Plan arrived at a West Bengal locomotive works at the end of May, the Indian Information Service has reported. Canada is making a gift to India of 50 boilers and 120 locomotives costing approximately $16,724,000.

WOMANPOWER

The 3rd instalment of "Womanpower, a Handbook of Source Material on Wage-earning Women in Canada", soon to be published in booklet form

XII—Unemployment among Women Workers

There are two widely used indicators of unemployment. One is the group classified by labour force enumerators as "without jobs and seeking work"; the other is the number of persons registered as applicants for employment at the National Employment Offices of the Unemployment Insurance Commission.

The number of persons classified as without jobs and seeking work may be expressed as a percentage of the labour force, and thus *the incidence of unemployment* may be obtained. Table 14 shows the incidence of unemployment on this basis, for each quarter of 1952, together with the average for the year.

The incidence of unemployment, according to Table 14, suggests that generally there is more unemployment among men than among women. However, the validity of this method of expressing the number of unemployed persons as a percentage of the labour force might be questioned when it is understood that other groups, also in the total labour force, are those comprising *employers* and *self-employed persons*. Therefore, when the number of persons *without jobs and seeking work* is

TABLE 14.—NUMBER OF PERSONS WITHOUT JOBS AND SEEKING WORK AS PERCENTAGE OF LABOUR FORCE, 1952

(in thousands)

Date	Male			Female		
	Labour Force	Without Jobs	Per cent	Labour Force	Without Jobs	Per cent
March 1, 1952	4,053	181	4·5	1,126	31	2·8
May 31, 1952	4,143	90	2·2	1,186	17	1·4
August 16, 1952	4,234	68	1·6	1,185	18	1·5
November 22, 1952	4,108	95	2·3	1,182	19	1·6
Average for year	4,134	108	2·6	1,170	21	1·8

expressed as a percentage of the *paid-worker segment* of the labour force, the incidence of unemployment is even higher. It follows, then, that because paid workers constitute a larger proportion of the female labour force than of the male labour force, the disparity in unemployment between male and female workers is even greater. This is shown in Table 15.

The second widely used indicator of unemployment is the number of persons registered as applicants for employment at National Employment Offices of the Unemployment Insurance Commission. This is derived from a count of the applications for employment on file at local offices at the close of business on a specified day. For several reasons it is

TABLE 15.—NUMBER OF PERSONS WITHOUT JOBS AND SEEKING WORK AS PERCENTAGE OF PAID WORKERS, 1952

(in thousands)

Date	Male			Female		
	Paid Workers	Without Jobs	Per Cent	Paid Workers	Without Jobs	Per cent
March 1, 1952	2,930	181	6·2	1,007	31	3·1
May 31, 1952	2,975	90	3·0	1,019	17	1·7
August 16, 1952	3,015	68	2·3	1,018	18	1·8
November 22, 1952	2,996	95	3·2	1,064	19	1·8
Average for year	2,979	108	3·6	1,027	21	2·0

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difficult to reconcile these data with the number of persons classified by labour force enumerators as "without jobs and seeking work". By referring to the footnote to Table 13 it will be noted that certain groups are classified by labour force enumerators as "with jobs" even though the persons concerned did not work at them during the survey week. Some of these groups, in particular those temporarily laid off and those absent from work because of bad weather, would be registered at local employment offices. Persons who lost or found a job during the survey week also might be registered at local offices yet would be classified as "with jobs" by labour force enumerators because they held a job at some time during the survey week. On the other hand, the count of applicants at local offices would include a number of persons who, having found work, would fail to notify the local office and therefore would be included for some time in the count of applications. Because of these and other factors, the count of applicants registered at the local employment offices of the National Employment Service is considerably higher than the group classified by labour force enumerators as "without jobs and seeking work".

In 1952, applications for employment on file at local employment offices averaged 185,000 for men and 64,000 for women. Table 16 presents these data for each month-end in 1952 and also as an average for the year.

XIII—Seasonality of Unemployment among Women

The figures shown in Table 16 reveal that seasonal unemployment is more prevalent among male workers than among female. Columns 2 and 4 of the table show a monthly index of unemployment using the average for the year=100. In column 2, which concerns males, the low point in the year was September, when applications were 50·6 per cent of the average for the year. They rose to a high point of 164·8 in March. The range between the high and low points for males was from 164·8 to 50·6, a difference of 114·2.

TABLE 16.—APPLICATIONS FOR EMPLOYMENT AT LOCAL OFFICES OF UIC, 1952

Month, 1952	Male	Index Average for year =100	Female	Index Average for year =100
January	275,814	149·1	87,011	136·7
February	285,454	154·3	85,487	134·3
March	304,941	164·8	80,067	125·8
April	241,894	130·8	68,334	107·4
May	163,530	88·4	61,295	96·3
June	134,394	72·6	61,866	97·2
July	118,318	64·0	57,396	90·2
August	105,169	56·8	51,121	80·3
September	93,699	50·6	49,140	77·2
October	99,383	53·7	49,258	77·4
November	142,708	77·1	51,805	81·4
December	254,660	137·7	60,901	95·7
Average for year	184,997	100·0	63,640	100·0

Applications for employment from women, on the other hand, ranged only some 59·5, from a high of 136·7 in January to a low of 77·2 in September. This disparity in seasonality of unemployment as between male and female workers is not surprising, bearing in mind that the most highly seasonal industries, such as agriculture, logging, water transportation and construction, employ mostly males. However, large numbers of women are employed in other highly seasonal industries such as canning and in those where there is a partial contraction in employment in line with seasonal trends, as in clothing manufacturing and in retail trade.

The data suggest two conclusions: (1) that the occurrence of the seasonal peak of unemployment for women is in advance of that for men (this is tied in with the retail trade cycle); and (2) that the variation in the annual seasonal unemployment cycle is not as wide for women as for men. This latter conclusion introduces the further observations: first, that many women, upon separation from seasonal employment, withdraw from the labour force; and second, that the large proportion of women engaged in clerical occupations—usually more stable in most industries than is factory work—has a stabilizing effect on the whole seasonal pattern of women's employment.

XIV—Labour Force by Occupational Status

As was explained in Section II, the labour force comprises, in addition to paid workers, employers and persons working on their own account (self-employed, or unpaid family workers). The distribution of these groups as between males and females at May 1953, is shown in Table 20.

Of the female labour force, 89 per cent are in the paid worker group, i.e., wage and salary earners, while the corresponding percentage among males is 71. A far higher proportion of the male labour force are employers and self-employed than is the case with women. The unpaid family

TABLE 17.—OCCUPATIONAL STATUS OF PERSONS IN LABOUR FORCE (1), MAY, 1953

(in thousands)

—	Total	Paid Workers	Own Account Workers	Employers	Unpaid Family Workers
Males	4,049	2,870	684	300	195
Per cent	100·0	70·9	16·9	7·4	4·8
Females	1,158	1,032	41	15	70
Per cent	100·0	89·1	3·5	1·3	6·1
Total	5,207	3,902	725	315	265
Per cent	100·0	74·9	13·9	6·1	5·1

(1) Excludes those without jobs and seeking work.

worker group, on the other hand, forms a larger proportion of the female labour force than of the male labour force.

Earlier tables showed that women, in May 1953, formed 22 per cent of the total labour force. But Table 20 indicates that while 89 per cent of the female labour force were paid workers, only 71 per cent of the male labour force were in this group. It follows, then, that while only a little more than a fifth of the labour force was women, the proportion was considerably higher for the wage and salary earning group alone (paid workers).

Table 18 shows a comparison of the distribution as between men and women for the labour force as a whole and for paid workers, as at May 1953. From this table it will be seen that while 22·2 per cent of the labour force is made up of women, 26·4 per cent, or one in every four, of paid workers are women.

TABLE 18.—LABOUR FORCE AND PAID WORKERS BY SEX, MAY 1953 (1)

(in thousands)

—	Total Labour Force		Paid Workers	
	Number	Per cent	Number	Per cent
Total	5,207	100·0	3,902	100·0
Male	4,049	77·8	2,870	73·6
Female	1,158	22·2	1,032	26·4

(1) Excluding those without jobs and seeking work.

XV—Sex Distribution of Paid Workers by Region

Table 20 shows that women in May 1953 formed 23·6 per cent of the labour force in Ontario and 19·3 per cent in the Maritimes, with other regions ranging in between these two. In the Prairie region the percentage (19·5) was only slightly higher than in the Maritimes. An examination of the distribution between males and females by regions for paid workers shows that not only is the female proportion higher in all regions than it is for the labour force as a whole, but the relative position between regions changes also. Because of the importance of agriculture in the Prairie Provinces and the preponderance of males among self-employed farmers, who are not included in paid worker data, the proportion of women in the Prairie paid worker group is coniderably higher than for the Prairie labour force as a whole. Table 19 shows paid workers by region and sex as at May 1953.

XVI—Distribution of Labour Force by Sex and Region

In May 1953, the labour force totalled 5,321,000, of which number 1,170,000 or 22 per cent were women. But, by regions, the proportion which women workers form of the total ranges from 19·3 per cent in the Martimes to 23·6 in Ontario. British Columbia shows the next highest proportion with 22·9 per cent, followed by Quebec with 22·2; the proportion in the Prairie region (19·5) is only slightly higher than in the Maritimes to 23·6 in Ontario. British data by region for males and females as at May 1953.

TABLE 19.—PAID WORKERS (1) BY REGION AND SEX, MAY 1953

(in thousands)

Region	Total Paid Workers		Male		Female	
	Number	Per cent	Number	Per cent	Number	Per cent
CANADA	3,902	100·0	2,870	73·6	1,032	26·4
Maritimes	369	100·0	283	76·7	86	23·3
Quebec	1,139	100·0	835	73·3	304	26·7
Ontario	1,510	100·0	1,102	73·0	408	27·0
Prairie	533	100·0	384	72·0	149	28·0
B.C.	351	100·0	266	75·8	85	24·2

(1) Excluding those without jobs and seeking work.

TABLE 20.—LABOUR FORCE BY REGION AND SEX, MAY 1953

(in thousands)

Region	Total		Male		Female	
	Number	Per cent	Number	Per cent	Number	Per cent
CANADA	5,321	100·0	4,151	78·0	1,170	22·0
Maritimes	514	100·0	415	80·7	99	19·3
Quebec	1,512	100·0	1,177	77·8	335	22·2
Ontario	1,903	100·0	1,453	76·4	450	23·6
Prairie	960	100·0	773	80·5	187	19·5
B.C.	432	100·0	333	77·1	99	22·9

30 Per Cent of U.S. Workers are Women

Thirty per cent of all workers in the United States are women, according to a recent publication (Leaflet 18) of the U.S. Department of Labor.

In 1945, 35 per cent of all civilian workers were women. The percentage fell in 1947 to 28; but for the past three years it has not varied far from 30.

More than 19 million women are in the United States labour force. This constitutes about 33 per cent of all women of working age.

The percentage of women who work reached an all-time high of 37 in 1944, during the Second World War, and has not averaged less than 30 per cent in any year since.

More than half of all women workers in the United States are married. From 1940 to 1953, married women in the population increased by 30 per cent but married women in the labour force increased by more than 100 per cent. The labour force is made up of those who work for pay, either full-time or part-time; the self-employed, unpaid farm or family workers, and the unemployed who are looking for work.

The leaflet reveals that more than five million women workers have children under 18 years of age. The average age of working women was 37½ years in April 1953.

Clerical workers are the largest occupational group, says the leaflet. Operatives form the second largest. Together these two groups account for nearly half of all employed women.

37th ILO Conference Begins

Director-General in annual report deals with economic conditions, world social trends, workers' housing and ILO activities in various fields. "Cautious optimism" most prevalent economic mood, he says

Cautious optimism is the economic mood in several industrialized countries, said David A. Morse, Director-General of the International Labour Organization, in his report to the 37th general conference of the ILO, which opened June 2 in Geneva.

This optimism, Mr. Morse said, is tempered somewhat by uncertainty as to the prospects of the United States economy.

Although he found that 1953 economic developments were in certain respects "favourable", he pointed to the slowness of economic development in southeast Asia and the brake on improvements in living standards caused by still extensive armaments and international tensions.

"An enormous task of international co-operation for economic development remains to be tackled, involving ultimately the integration of the vast underdeveloped regions of the world into a peaceful and prosperous world community of nations," he said.

The Director-General's report, which dealt with economic conditions, world social trends, workers' housing and ILO activities in various fields, was heard by worker, employer and government representatives of 69 member nations. The conference will discuss holidays with pay, vocational rehabilitation of the disabled, migrant workers in underdeveloped countries, penal sanctions for breaches of contracts of employment, and a report on the ILO's technical assistance to underdeveloped countries.

A. H. Brown, Deputy Minister of Labour, is at the head of the Canadian delegation to the conference. A complete list of the Canadian delegation appears on page 666 of the May issue.

Mr. Morse listed several factors that have resulted in "more stable economic conditions in the industrialized countries". He said that the rate of increase in expenditures on defence was slower.

"Secondly," he said, "the monetary and fiscal measures taken in various countries to ward off inflation and to preserve or restore balance-of-payments equilibrium appear in a number of cases to have been effective.

"The third cause of greater stability in the industrialized countries has been the fact that the effects of the sharp decline which occurred in 1952 in some sections of consumers' demand have now largely faded out. It appears to have been an essentially short-run phenomenon which did not leave serious permanent traces."

In discussing the world employment situation, Mr. Morse said that the high levels of production generally prevailing in the industrialized countries were reflected in high levels of employment.

He pointed out however, that unemployment in the United States had increased since the most favourable post-war month of October 1953. During 1953 unemployment increased also in Australia, Belgium, France, Finland, Ireland and Italy.

"In western Germany, despite a continued influx of refugees from the German Democratic Republic, unemployment fell below the one-million mark for the first time since the beginning of 1948.

"In Denmark, the Netherlands and the United Kingdom, where unemployment had increased in 1952, there was a marked recovery during 1953. In other countries, including Canada, New Zealand, Norway, Sweden and Switzerland, unemployment remained low," he said.

An important result of greater stability in Europe and North America, said Mr. Morse, is that recently the cost of living in most countries has shown few significant changes. In most cases consumer prices fell or rose by no more than one or two per cent, sometimes as a result of changes in subsidy policies.

Progress in economic development in the course of 1953 continued, generally speaking, to be more rapid in Latin America than in Asia, Mr. Morse said. Agricultural production in these regions had notably failed to keep pace with the growth of population, he stated, adding:—

"The problems encountered in increasing or even maintaining production have, in a number of cases, caused unemployment, a fall in wages, or both."

Mr. Morse said that there is a real possibility that in the not-too-distant future it may become more difficult to maintain full employment and rising production than it has been in the post-war years.

Discussing social policies and social trends, Mr. Morse said that the worker must feel that his labour has social value, that he "is participating in a common constructive effort towards a purpose broader than his own personal wants or the profitability of his factory.

"To arouse this sense of purpose," he said, "requires a new attitude by management as well as by labour. New techniques and institutions may help foster it, but it is the underlying attitude and not the methods or forms that count. The greatest challenge which must be faced through democratic labour-management relations is to spread this new attitude towards work throughout industry."

Over much of the world, the report pointed out, modern forms of economic and social organization and industrial technology are regarded as man's best hope of overcoming poverty and improving the material conditions of life. Yet almost everywhere the process of industrialization touches off a conflict between new and old social forms, attitudes and human values. The sufferers in this conflict are the peoples whose security in the old society is undermined before they find new security in the new industrial community.

Mr. Morse suggested that the trade union "may be one of the most powerful instruments for creating a new industrial society and for helping the new recruit from the rural community to adjust to the conditions of industrial life".

In his report, Mr. Morse said that 180 million families today are without adequate housing, including some who have no shelter at all. He said the housing shortage, which affects more than one-third of the earth's population, including 30 million families in the industrially-advanced countries, will not be solved unless costs are reduced, financing methods improved and employment stabilized to permit the introduction of more productive methods.

Much can be done by private enterprise, he said, especially for those who are anxious and able to rent or buy. But government assistance or subsidies of one kind or another still will be necessary before the needier part of the ill-housed get out of rural and urban slums.

"The world has now accepted that starvation and raggedness are not tolerable as part of the workers' lot.

"We have been less aware of the damage to workers' health, happiness, efficiency and citizenship that is done by the appalling state of workers' housing in most parts of the world. Our prime task here is to awaken people's conscience to the urgency of the need to make the worker's home a reasonable expression of and basis for his human dignity.

"If workers are to be able to pay for their own housing, even assuming substantial improvements in the financing of housing, there will need to be a substantial reduction in capital costs of construction and/or a substantial rise in workers' income."

Concerning better organization of the housing industry, Mr. Morse suggested that each country make a reappraisal of its housing program to ensure that it is currently doing its utmost to meet workers' urgent demands.

He suggested that the bulk of housing effort in the underdeveloped countries should be concentrated on developing, with available material and labour, a type of housing which, while it may fall short of ultimately desirable standards, will at least represent a significant improvement.

"Experience has shown," he said, "that significant economies can be achieved in house-building by large-scale enterprises.

"The high degree of labour turnover characteristic of the industry today with its small firms and small contractors makes it difficult for the workers and employers to develop the spirit of collaboration in a common task which is essential to a raising of productivity."

Mr. Morse also suggested that extensive research is needed in new building methods and materials, and in earnings and working conditions in the industry.

The quality of a worker's housing, said the Director-General, "probably does more than any other single element of his living standards to determine his sense of community and citizenship."

ILO Convention No. 102—Social Security (Minimum Standards)—adopted at the 1952 conference (L.G., 1952, p. 1461), will come into force April 27, 1955, as a result of its ratification by the United Kingdom, registered April 27 this year. Two ratifications were necessary; Sweden's was registered on August 12 last year.

Seven Communist Countries Now to Attend ILO Conference

Two Communist-dominated countries that, while maintaining ILO membership, had not participated in ILO activities since the Second World War announced last month that they would be sending delegations to this year's International Labour Conference, being held this month in Geneva.

This announcement by Bulgaria and Hungary followed closely the acceptance of the obligations of ILO membership by Russia, the Ukraine and Byelo-Russia (L.G., May, p. 667). Together with Poland and Czechoslovakia, which have been participating since the end of the war, this brings to seven the number of Communist countries who will be represented at the Conference.

124th Session of ILO Governing Body

At the 124th meeting of the ILO Governing Body in March (L.G., April, p. 545) Canada was represented by A. H. Brown, Deputy Minister of Labour, who was assisted by Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch, Department of Labour.

Hector Allard, Canadian Permanent Delegate to the European Office of the United Nations, Geneva, and K. D. McIlwraith, his assistant, Department of External Affairs, acted as substitute delegates to the Canadian Delegate.

The meeting was under the chairmanship of A. M. Malik, Minister of Labour, Health and Work in the Pakistan Government.

In addition to dealing with 20 cases involving allegations of the violation of trade-union rights (L.G., April, p. 545), the Governing Body adopted a resolution concerning the report of the meeting of Experts on Systems of Payment by Results in the Construction Industry held in Geneva in July 1953. By a vote of 21 to nil with eight abstentions, the Governing Body decided to communicate the report with the request that it be brought to the notice of employers' and workers' organizations in the construction industry. The Canadian Government representative voted for the proposal.

The report of the Panel of the Correspondence Committee on Co-operation was accepted by the Governing Body. In reply to some comments on the report, the Director-General stated that he would co-operate with other agencies concerned to avoid duplication and over-lapping, and that there would be no decision in regard to policy and principle without further consultation with the Governing Body. The report followed a meeting of the panel in November and December 1953, at which 12 experts from countries in Asia, Europe, Latin America and the Near and Middle East discussed action by the ILO with regard to co-operation, co-operative legislation, organization and functions of government co-operative service, and inter-co-operative relations.

The Governing Body discussed measures to bring non-metropolitan territories into closer association with the ILO's work. The result was agreement on a proposal, advanced by the worker members, that non-metropolitan territories be invited, through the member states concerned, to participate by means of tripartite observer delegations in sessions of the General Conference.

The Director-General made a budget presentation before the Financial and Administrative Committee, reviewing the financial results of the working of the ILO in 1953 and the first months of 1954, and explaining his budget proposals for 1955. The Committee adopted the budget estimates for 1955 as revised by the Director-General after discussion. The Canadian representative supported the adoption.

The Allocations Committee recommended that at the General Conference in June the scale of contributions adopted for the 1954 budget be adopted without change for the 1955 budget. This recommendation was approved by the Governing Body. Canada's share of the ILO budget is 3·98 per cent.

The Committee on Industrial Committees resumed its consideration of a number of conclusions adopted by the Building, Civil

Engineering and Public Works Committee at its Fourth Session in October and November last year (L.G., Dec. 1953, p. 1764).

The Governing Body authorized the Director-General to communicate the reports, resolutions, conclusions and suggestions adopted by the Coal Mines Committee at its Fifth Session (L.G., April, p. 543) to governments, inviting them to communicate these documents to the employers' and workers' organizations concerned.

The Governing Body authorized the Director-General to carry out the recommendations of the International Organizations Committee of the ILO Governing Body concerning a Supplementary Convention on Slavery as well as a proposed study of discrimination in apprenticeship and in employment, and consultation with other United Nations agencies on the free movement and health of workers.

Other deliberations of the Governing Body concerned a statement on full employment to be made by the ILO representative at the next session of ECOSOC, social security for migrant workers of the European Coal and Steel Community, and the proposed creation of a Joint Aviation Commission.

A program of ILO meetings for the remainder of 1954 and early 1955 was approved by the Governing Body.

ILO Governing Body Increased to 40 Members

The amendment to the ILO constitution increasing the size of the Governing Body from 32 to 40 members came into effect May 20, it was announced in Geneva by ILO Director-General David A. Morse.

The amendment was adopted by the ILO general conference last June. It provides that the Governing Body shall be composed of 10 employer, 10 worker and 20 government members, 10 of the government seats being occupied on a non-elective basis by the 10 member countries which are of chief industrial importance.

Mr. Morse said that these constitutional requirements were met May 20 with the receipt of ratifications of the amendment from Italy and Uruguay. It had previously been ratified by 44 countries, including Canada, China, India and the United Kingdom, which hold non-elective Governing Body seats, as does Italy.

Triennial balloting to fill the elective seats on the governing body are taking place during the general conference in Geneva this month. The procedure calls for the election of 10 members by the worker delegates to the conference, 10 members by the employer delegates and 10 members by the Government delegates. The 10 countries holding non-elective seats do not take part in the voting for elective government members.

The countries which have now ratified or accepted the constitutional amendment are: Afghanistan, Australia, Austria, Belgium, Bolivia, Burma, Canada, Ceylon, China, Costa Rica, Cuba, Denmark, the Dominican Republic, Ecuador, Egypt, Finland, the Federal Republic of Germany, Greece, Iceland, India, Indonesia, Iran, Ireland, Italy, Israel, Japan, Lebanon, Liberia, Libya, Mexico, New Zealand, Norway, Pakistan, Panama, Peru, Poland, Portugal, El Salvador, Sweden, Switzerland, Syria, Thailand, the United Kingdom, Uruguay, Viet Nam, and Yugoslavia.

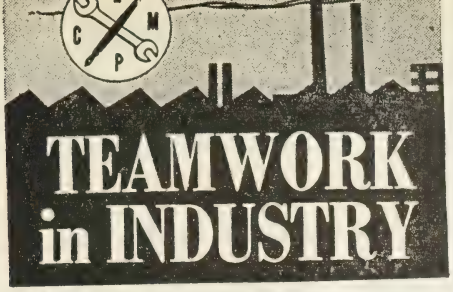
Two ILO Anniversaries Marked This Year

The ILO marked two anniversaries earlier this year, one in April and one in May.

May 10 was the tenth anniversary of the adoption of the "Declaration of Philadelphia". April 11 was the 35th anniversary of the adoption by the Versailles Peace Conference of Part XIII of the treaty that brought an end to the First World War; this section of the treaty contained the ILO's constitution.

The Declaration of Philadelphia, adopted unanimously at the 26th session of the ILO General Conference, restated the aims of the ILO and was later made part of the ILO constitution.

The establishment of the ILO is generally agreed to date from the decision on April 11, 1919, to adopt Part XIII of the Versailles Treaty.



The fourth in the series of pamphlets entitled *What Management Men Say About Labour-Management Production Committees* has recently been released by the Labour-Management Co-operation Service.

The folder comprises statements from a number of senior management officials representative of several different types of industry telling of their experiences with LMPCs. Included are statements by the secretary of a large Ontario newspaper; the assistant works manager of a Montreal manufacturing firm; the general manager of a city-owned hydro-electric system; a superintendent of personnel for a provincial hydro-electric system; the vice-president and general manager of a large Quebec paper company, and the plant superintendent of a large western manufacturing concern.

The statements point out the various advantages which can be gained through labour-management co-operation. Among the many features of LMPCs which are listed are improved co-operation, better communications, improved employee-management relations, freer discussion of problems, and improved production ideas.

Interested labour or management groups, and individuals, may obtain copies of this folder, and of the first three in the series, by writing to the Labour-Management Co-operation Service, Department of Labour, Ottawa 4, Ontario.

Civic LMPC Proves Valuable Asset

One of several labour-management production committees functioning in the field of civic services is in London, Ont. During the past two years this labour-management committee has proved a valuable asset to both the city of London and the London Civic Employees Federal Union (Local 107) TLC.

Herbert Worton, President of Local 107, commenting on the committee and its work, said:—

"It is with much pleasure that I write to your department to express the appreciation of the members of our Labour-Management Committee.

"We formed a Labour-Management Committee two years ago, and while our work is not of a productive nature we have managed to use the LMPC formula to fit our type of employment.

"Through our discussion, there have been many measures taken to insure the safety of men working in dangerous occupations, such as subways, etc., also many jobs made easier by advancement of ideas by employees and members of Committee.

"The meetings are held once a month and except for emergency reasons are attended 100 per cent by the members, who certainly look forward to them.

"As a result of the meetings, we have been able to see the problems that confront both labour and management and for the most part have been able to arrive at a satisfactory solution to them."

LMPC Makes Noteworthy Contributions

Formed about five years ago, the Employee-Management Co-operation Committee (i.e., LMPC) at the Canadian National Express Terminal, Montreal, has made noteworthy contributions to the successful operation of the Terminal.

Evidence of the value of this Committee is to be found in a series of articles in recent issues of the *Mount Royal News*, official bulletin of Division No. 39, Canadian Brotherhood of Railway Employees and Other Transport Workers. Division 39 is the bargaining agency participating in this EMCC.

Discussing employee-management relations, one of the articles says:—

"Possibly it is in the field of employee-management relationships that the greatest gain has been made. Meetings are held for the supervisors and their attitude towards their men is discussed at great length. In addition, of course, the problems of the job are dealt with. A better understanding has been developed during the time which the Committee has been in operation."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued two certificates designating bargaining agents, ordered two representation votes and gave permission for the withdrawal of one application for certification. During the month, the Board received six applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive firemen, firemen-helpers, hostlers, and outside hostler helpers employed on lines east of Detroit in the Buffalo Division of the Wabash Railroad Company (L.G., March, p. 410).

2. Local 505, International Longshoremen's and Warehousemen's Union (CCL), on behalf of a unit of longshoremen employed at Prince Rupert, B.C., by a number of shipping companies represented by the Shipping Federation of British Columbia, namely, British Columbia Coast Steamship Service (Canadian Pacific Railway Company), Union Steamships Limited, Frank Waterhouse and Company of Canada Limited, Canadian National Steamships, General Sea Transportation Limited, Griffiths Steamships Company Limited, The Packers Steamship Company Limited, Pacific Stevedoring and Contracting Company Limited, and Canadian Stevedoring Company Limited (L.G., April, p. 547).

Representation Votes Ordered

1. The Brotherhood of Locomotive Firemen and Enginemen, applicant, and the Wabash Railroad Company, Buffalo Division, lines east of Detroit, respondent, and the Brotherhood of Locomotive Engineers, intervener (L.G., March, p. 410) (locomotive engineers) (Returning Officer: F. J. Ainsborough).

2. Brotherhood of Railroad Trainmen, applicant, and Quebec Central Railway, respondent, and the Order of Railway Conductors, intervener (L.G., April, p. 547) (conductors and assistant conductors, excluding sleeping car conductors) (Returning Officer: B. H. Hardie).

Application for Certification Withdrawn

Victoria and District Waterfront Workers' Association, Local 560 (TLC), and British Columbia Coast Steamship Service, Canadian Pacific Railway Company (L.G., March, p. 410).

Applications for Certification Received

1. The Eastern Townships Telephone Operators' Union (CCCL), on behalf of a unit of traffic employees of the Bell Telephone Company of Canada, Montreal, P.Q. (Investigating Officer: C. E. Poirier).

2. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of West Coast Tug and Barge Company Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

3. International Longshoremen's and Warehousemen's Union, Local 509 (CCL), on behalf of a unit of longshoremen employed by United Keno Hill Mines Limited, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

4. Seafarers' International Union of North Aemrica, Canadian District (AFL-TLC), on behalf of a unit of unlicensed personnel of United Tanker and Barge Ltd., Vancouver, B.C. (Investigating Officer: G. R. Currie).

5. Brotherhood of Railroad Trainmen, on behalf of a unit of conductors of Dominion Atlantic Railway Company, Kentville, N.S. (Investigating Officer: D. T. Cochrane).

6. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive firemen, firemen-helpers, hostlers, and outside hostler helpers employed by the Michigan Central Railroad Company, Canada Southern Division (New York Central Railroad Company, Lessee) (Investigating Officer: R. L. O'Neill).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April the Minister appointed conciliation officers to deal with the following disputes:—

1. Lake of the Woods Milling Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 510 (Conciliation Officer: R. H. Hooper).

2. Ogilvie Flour Mills Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: R. H. Hooper).

3. The Canada Coach Lines Limited, Hamilton, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1454 (Conciliation Officer: F. J. Ainsborough).

4. Newfoundland Coal Company Limited (mechanical operations), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

5. Newfoundland Employers' Association Limited (coal and salt cargoes), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. Railway Association of Canada (extra gang employees, issues other than wages) and Brotherhood of Maintenance of Way Employees (Conciliation Officer: R. Trépanier).

7. Canadian Overseas Telecommunication Corporation (clerical employees), Montreal, and Local 272, Overseas Communication Union (Conciliation Officer: R. Trépanier).

8. Newfoundland Employers' Association Limited (steamship labour), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

9. Essex Terminal Railroad Company, Walkerville, Ont., and Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough).

10. Canadian National Railways (yard foremen and yardmen employed at Toronto), and Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough).

11. Polymer Corporation Limited, Sarnia, and United Gas, Coke and Chemical Workers of America, Local 14 (Conciliation Officer: F. J. Ainsborough).

12. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (Conciliation Officer: R. Trépanier).

13. Shipping Federation of Canada, Inc., Montreal, and Local 1659, International Longshoremen's Association (Conciliation Officer: R. Trépanier).

14. Maple Leaf Milling Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: R. H. Hooper).

Settlements Reported by Conciliation Officers

1. Canadian Pacific Transport Company Limited (Manitoba and Saskatchewan) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper). (L.G., April, p. 548.)

2. Ogilvie Flour Mills Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: R. H. Hooper). (*See* above.)

3. National Harbours Board (Port Colborne Elevator) and National Harbours Board Employees' Association, Port Colborne (Conciliation Officer: H. Perkins). (L.G., May, p. 669.)

4. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (Conciliation Officer: R. Trépanier). (*See* above.)

5. Shipping Federation of Canada, Inc., Montreal, and Local 1659, International Longshoremen's Association (Conciliation Officer: R. Trépanier). (*See* above.)

6. Northern Alberta Railways Company (dining, cafe and buffet car employees) and Brotherhood of Railroad Trainmen (Conciliation Officer: G. R. Currie). (L.G., May, p. 669.)

7. Whitehorse Hotels Limited (cocktail lounge and tavern); Regina Hotel (cocktail lounge and tavern); and Tourists' Services (cocktail lounge and tavern); all of Whitehorse, Y.T., and Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 of Hotel and Restaurant Employees and Bartenders International Union (Conciliation Officer: D. S. Tysoe). (L.G., May, p. 669.)

8. Atomic Energy of Canada Limited, and the Association of Atomic Energy Technicians and Draftsmen, Local 165, American Federation of Technical Engineers (Conciliation Officer: H. Perkins). (L.G., May, p. 669.)

9. Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association, Local 375 (Conciliation Officer: R. Trépanier). (L.G., May, p. 670.)

10. United Keno Hill Mines Limited, Elsa, Y.T., and Mayo District, Mine, Mill and Smelter Workers, Local Union No. 924, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe). (L.G., May, p. 670.)

11. Maple Leaf Milling Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: R. H. Hooper). (*See* above.)

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in February to deal with matters in dispute between the Eldorado Mining and Refining Limited (Beaverlodge Operation) and Beaverlodge District, Mine, Mill and Smelter Workers, Local 913, International Union of Mine, Mill and Smelter Workers (L.G., April, p. 548) was fully constituted in April with the appointment of the Hon. Mr. Justice Harold F. Thomson, Regina, Sask., as Chairman. Mr. Justice Thomson was appointed by the Minister in the absence of a joint recommendation from the other two members, P. N. Pitcher, Yellowknife, N.W.T., and Leo T. Nimsick, MLA, Kimberley, B.C., who were previously appointed on the nomination of the company and union rsepectively.

Conciliation Board Report Received

During April the Minister received the reports and recommendations of the Board of Conciliation and Investigation established in December 1953, to deal with

matters in dispute between the Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; and Ontario Northland Railway (non-operating employees, excluding water transport employees), and Joint Negotiating Committee, representing a number of international and national railway labour organizations (L.G., March, p. 411). The texts of the three reports are reproduced below.

Report of Board in Dispute between

Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway, and Toronto, Hamilton and Buffalo Railway Company

and

16 International and National Railway Labour Organizations Representing Non-operating Employees (excluding water transport employees)

These proceedings concern the non-operating employees of:—

Canadian National Railways and subsidiaries,
Canadian Pacific Railway and subsidiaries,
Ontario Northland Railway,
Toronto, Hamilton and Buffalo Railway,

which companies operate 92 per cent of the total railway mileage in Canada. The employees are represented by the following unions:

Brotherhood of Maintenance of Way Employees;

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees;

Division No. 4, Railway Employees' Department, A.F. of L.;

Canadian National Railway System Federation No. 11;

Brotherhood of Railway Carmen of America;

International Brotherhood of Firemen and Oilers, Steam plant Employees, Roundhouse and Railway Shop Labourers;

International Brotherhood of Electrical Workers;

Commercial Telegraphers' Union;

Brotherhood of Railroad Signalmen of America;

Canadian Brotherhood of Railway Employees and Other Transport Workers;

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

The employees making the present requests number 128,481 on the Canadian National and Canadian Pacific Railways and comprise 65 per cent of the total number of employees of these companies. The classifications of these employees are shown in the following table, which also includes the numbers in other groups not directly involved in these proceedings:

Shop Crafts	40,980	
Clerks, Freight Handlers & Labourers	36,535	
Maintenance of Way	30,668	
Express and Cartage	10,944	
Commercial Telegraphers	6,105	
Sleeping and Dining Car Road Service Employees (CNR)	1,705	
Sleeping Car Porters (CPR)	791	
Signal Employees	753	
	128,481	— 65%
Unorganized Staffs	14,839	
	143,320	— 73%
Subsidiary Companies	569	
Joint Companies	1,845	
	145,734	
Employees not Represented in the Notice	51,730	
	197,464	—100%

In April the Minister of Labour received the reports and recommendations of a Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with a dispute affecting sixteen international and national railway labour organizations representing approximately 145,000 non-operating employees, excluding water transport employees, of the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company.

The Conciliation Board was under the Chairmanship of the Hon. Mr. Justice R. L. Kellock of the Supreme Court of Canada, Ottawa, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Marshall M. Porter, QC, of Calgary, and A. J. Wickens, QC, of Moose Jaw, who were appointed on the nomination of the employers and the unions respectively.

Three separate reports were submitted and signed by the Chairman, Mr. Porter and Mr. Wickens.

The recommendations of the Chairman of the Board, Mr. Justice Kellock, together with those of Mr. Wickens, constitute the report of the Board to the extent that the recommendations of the latter coincide with and do not go beyond the recommendations of the Chairman.

The texts of the three reports are reproduced herewith.

On the basis of payment, the above 128,481 non-operating employees may be classified as follows:

Basis of Payment	Number of Employees
Hourly	82,499
Daily	6,794
Monthly	37,771
Mileage	675
"All Service"...	742
Total	128,481

It is agreed that the daily basis of payment does not differ in effect from the hourly. Accordingly, for the purposes of this report, both classifications of employee will be regarded as hourly paid.

The last agreements between the respective organizations and the railways terminated as of December 1, 1953. By notice dated November 2, 1953, the railways were notified by the unions of their desire to revise and supplement the said agreements in the particulars therein set out. As these particulars will be the subject of separate study later on in this report, we do not repeat them here.

Following receipt of the above notice, negotiations took place between the parties, followed by the conciliation procedure provided for by the Industrial Relations and Disputes Investigations Act. Agreement not having been reached, appointment of this Board followed.

The railways estimate that the cost involved in acceptance of these requests is in excess of $60,000,000, and they point out that net railway operating revenue of all Canadian railways in 1952 (the latest available figure) was $60·4 millions. The employees lowest estimate is $34,000,000. The difference of opinion arises in connection with the estimated cost of the proposal for sick leave with pay.

Occupational classifications of the employees range all the way from the relatively unskilled to the highly skilled. The operations of the railway industry in Canada are spread from one end of the country to the other with the result that employees are located in every province, in industrial urban centres and in rural communities. Rates of pay and conditions of employment have been established on a country-wide basis. Accordingly they may or may not conform to prevailing employment practices in any given local community.

Railway operations are generally recognized as involving a relatively high stability of employment for large numbers of the employees involved, and long established seniority rights and railway pass privileges, extending to dependents as well as to actual employees, prevail on the railroads.

The following paragraph from the statement filed with the Board on behalf of the employees sets out the grounds upon which the present requests are based:

17. The requests of the Unions in the present dispute are fully justified on two grounds. The first is the widely accepted principle that industry has a duty to provide adequate leisure and security for its employees. The second is based on a detailed comparison with other Canadian industry and, more particularly, with the durable goods group.

Paragraph 20 in part is also material:

The requests presently before the Board seek to eliminate some of the industrial fatigue and insecurity which weigh heavily

on workers and impair not only their welfare but also their effectiveness as employees.

It may be pointed out at this juncture that generally speaking, the requests, if granted, would not result in fewer hours of work but only in increased remuneration. Some of the requests, if accepted, would actually increase hours of labour.

For purposes of comparison with practices existing in outside industry, both parties have made extended reference to a survey made by the Department of Labour as of April 1, 1953, comprising 6,385 manufacturing establishments employing 802,377 "plant" employees, of which 2,655 establishments, with 418,500 plant employees, were in the durable goods group. The survey also covers 5,979 manufacturing establishments employing 183,251 "office" employees, of which 2,517 of the establishments, with 97,505 employees, are in the durable goods industry.

It will be convenient now to deal seriatim with the proposals.

I. Holidays Off With Pay

This proposal is as follows:

"Effective with the calendar year 1943 all employees shall be given holidays off with pay each year as follows—

New Year's Day
Good Friday
Victoria Day
Dominion Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day

and such other days as may be designated or proclaimed to be holidays by the federal Government.

If an employee performs any service on any such holiday he shall be paid not less than eight (8) hours at double his regular rate of pay, in addition to the regular pay for that holiday.

If any of the holidays specified and referred to above shall fall on an assigned rest day of an employee, the next following assigned work day shall be considered as that employee's holiday."

The Canadian National and Canadian Pacific Railways estimate that the cost to them involved in making this proposal effective would be as follows:

	Employees making the request	All Non-Operating Employees
Eight paid statutory holidays not worked..	$10,719,000	$13,060,000
(a) Double time in addition to regular pay for work done on statutory holidays....	1,797,000	2,189,000
	$12,516,000	$15,249,000

There is, with one exception, no provision in existing agreements for payment for statutory holidays *not worked*. They do provide for payment of monthly rated employees at *pro rata* rates and of hourly rated employees at time and one-half *for work performed* on holidays. Seven of these holidays (four in the case of some 6,000 maintenance of way employees) are, in this respect, covered by the existing agreements. The seven are:

New Year's Day
Good Friday
Victoria Day
Dominion Day
Labour Day
Thanksgiving Day
Christmas

In the case of the maintenance of way employees the four days are:

New Year's Day
Dominion Day
Labour Day
Christmas

Section foremen, as well as bridge and building foremen with three years' seniority as foremen, are, however, paid for *time not worked* on these four days. This is the exception above referred to.

Under the present proposal all employees would be paid for these days at *pro rata* rates when they perform no service on such days. With respect to work performed on these holidays, as well as on Remembrance Day and all other days which may be federally proclaimed as holidays, it is proposed that an employee shall be paid for not less than eight hours at double his regular rate of pay *in addition to the regular rate;* in other words, for a minimum of eight hours at triple the regular rate. Further, if any of the above holidays fall on an employee's assigned rest day, the next following assigned work day is to be considered the holiday of such employee.

It will be convenient to consider first the proposal as to the addition of Remembrance Day to the list of holidays. The first observation to be made is that there

appears to be no general agreement across the country with respect to the observance of that day as a holiday. Elsewhere than in Ontario and Quebec, it is largely recognized, but in the two named provinces its recognition in industry, so far as the information before the Board goes, is almost negligible.

This non-recognition of the day in the provinces where industry is most heavily concentrated, necessitates the maintenance therein on that day of the ordinary and usual railway facilities. Accordingly, the only effect of its addition to the other holidays now recognized in railway agreements would be to increase substantially payment by the railways of penalty rates on such days without providing for a very large number of employees the leisure of the holiday, which is one of the stated objects of all the requests. The situation country-wide, being as above stated, would not appear to justify the treatment of Remembrance Day on the same basis as the other statutory holidays mentioned. I find myself, therefore, unable to recommend acceptance of this part of the proposal.

As to the request for the treatment of any other days which may, from time to time, be federally proclaimed as holidays in addition to those now fixed, the Board has before it no evidence that such a provision is now part of labor-management agreements to any significant extent. Moreover, while no such holidays might be proclaimed in any year, in which event no one would be helped or harmed, the cost of every such additional day, on the basis of regular rates of pay only, would amount to a very large sum and I do not feel that a contingent liability of this magnitude is one which the railways should, in existing circumstances, be asked to assume.

To return to the main question, some debate occurred during the hearings as to whether or not a monthly rated employee who does not work on a statutory holiday, is to be considered as paid therefor. The question may be said to originate from the fact that where this class of employee is called upon to work on such days, he is paid, in addition to his ordinary monthly pay, at a rate per hour which is based on a year of 365 days less Saturdays and Sundays (or rest days in lieu thereof), and the seven above mentioned statutory holidays. This reduces the work year to 254 days of 8 hours a day, or 169⅓ hours per month.

This practice derives from General Order No. 27, Supplement No. 13, made in 1918 by the United States Director General of Railroads, known as the McAdoo order. The stated purpose of this order was the elimination or reduction of unnecessary Sunday and holiday work by imposing upon the railways a deterrent to such work in the form of a liability to pay monthly rated employees therefor on the above basis. The order had nothing to do with the question as to whether or not the ordinary monthly salaries of such employees should be regarded as including payment for such days although not worked.

If it can be said with accuracy that these employees are not paid for statutory holidays not worked, "then the request of the Unions in the present dispute covers all employees", as the employees' brief itself states. On the other hand, if it is to be said that the monthly rated employee is paid for such holidays although he performs no service thereon, then the argument is that the hourly rated should receive the same treatment.

In my view the relevant fact is that the employee's monthly wage is not reduced by reason of the fact that one or more statutory holidays may fall within a month any more than it is reduced when there are only 28 or 29 or 30 days rather than 31. A monthly rated employee is paid for the month of July, which has 31 days and in which a statutory holiday occurs, exactly the same amount as for the month of February, which contains no holiday and which may have only 28 or 29 days.

As already mentioned, the order above referred to had as its object the confining of Sunday and holiday work to be unavoidable. Assuming that existing rates applicable to such work are adequate for that purpose (and we have no evidence to the contrary), the proposal here under consideration, again comes merely to a request for an increase in annual salary by an amount equal to eight days' pay at the higher penalty rate suggested, and not to the attainment of the leisure of the holidays as such.

The employees refer to the fact that in the departmental survey already referred to it is shown that as of April 1, 1953, 80·6 per cent of the "office" employees in the manufacturing establishments who provided the information for the survey, were "paid" for eight or more statutory holidays, the corresponding figure in the durable goods group of industries being 83·9 per cent. It is understood that "office" employees are to be taken as monthly rated.

I do not understand the survey, however, to mean anything more in the case of the monthly rated employee, than that his monthly cheque is not reduced by the

occurrence of a statutory holiday in the month. It is in that sense, as in the case of the monthly rated railway employee that he is "paid". The same is true of the "all service" railway employees. There is no evidence that any monthly rated employees in outside industry are paid any extra amount for statutory holidays on which they do not work.

As to "plant" employees, the survey reveals that 77·6 per cent of plant employees in manufacturing and 80·4 per cent in the durable goods group are paid for six or more holidays not worked. It is therefore difficult to say that the non-operating employees, judged by that standard alone, should not be similarly treated. A person requiring the assistance of others in the carrying on of his business, must, generally speaking, expect to pay therefor at current rates. It should be pointed out that, in accordance with the submission of the railways, the durable goods industry was considered, both by the conciliation board of 1952 and the arbitrator appointed under the Maintenance of Railway Operation Act, 1950, to furnish a proper standard of comparison for the purposes of the matters then under consideration. The following paragraph from the report of the former board refers to the point as follows:

> It would not constitute a valid comparison for present purposes to compare non-operating railway workers with workers in any one of the industries comprising the durable goods group, and it is not proposed to do so. The proposed comparison is between non-operating railway workers and workers in the durable goods industry as a whole. In our opinion, such a comparison is a valid one. The durable goods industry, like the non-operating railway industry, is composed of skilled, semi-skilled and unskilled workers. While it is undoubtedly true that in some of the industries making up the durable goods group the proportions of skilled, semi-skilled and unskilled workers are different from the proportions in the case of the non-operating railway group, nevertheless, when the comparison is with the durable goods group as a whole, the proportions on balance do not appear to be greatly different. For this reason the inclusion of the industries objected to as above would appear valid. Furthermore, wood products and non-metallic minerals—more especially wood products—have the added advantage of wide geographic distribution not shared to the same extent by the other industries in the durable goods group. No other group of workers in the Canadian economy furnishes in the opinion of the Board, a comparison which answers all the requirements as well as the durable goods industry. It may be observed that a Presidential board in the United States in 1948 also considered the comparison of durable goods to non-operating railway employees a proper one.

The railways on the present occasion do not depart from this but say that

> there are areas where existing practices in the railways do not conform entirely to practices that have developed recently in other industry; but these differences are not such as to require action without regard to consequences.

Their position is that present economic circumstances do not permit them to accept any of the proposals. They say

> that present revenue of the railways is insufficient for current needs as recognized by the Board of Transport Commissioners; that business is declining and prospects for the current year are very uncertain; that competition is increasing in intensity and effectiveness, particularly in regard to the more remunerative or high grade traffic and that, as a result, it will become increasingly difficult to recover additional costs through the medium of increased freight rates. For these reasons, the railways, being under the obligation of safeguarding their financial stability, cannot accept any further increases in costs.

The attitude of the employees is "not to argue about the figures which the Railways have placed before the Board relative to their financial situation", but that

> Railway Unions are in an unusual and difficult position in negotiations. We do not deny that, for the same reasons, the Railways themselves are in an unusual position. The simple fact is that the Parliament of Canada has placed the determination of the price which the Railways may charge for their service in the hands of a regulatory board. This has the result that the Unions negotiate the price for the labour of the employees and their working conditions with the Railways which no not themselves control decisions affecting their revenues.
>
> Employees of the Railways are, therefore, placed in a trap in which they naturally refuse to stay. The only conclusion from the arguments of the Railways in this, as in other cases, is that the employees of the Railways are to carry the entire burden of a deliberate public policy regarding freight rates.
>
> The Unions vigorously reject such a proposition. This is not the forum before which the merits or demerits of the established public policy can or should be argued. We simply take the position that the consequences of a deliberate public policy, intended to benefit the economy of Canada as a whole, should be borne by all the Canadian people, rather than solely by those of them who happen to be employed by the Railways.

I do not think, however, that the proposition can be maintained that at all times and under all circumstances the economic condition of the railways is to be considered irrelevant. I think it is pertinent to consider that situation for present purposes and shall endeavour to do so as concisely as possible.

Although, as I have already mentioned, a person requiring the assistance of others to carry on his business, must, as a general rule, expect to pay the going rate, competitive conditions have, from time to time, obliged employees to accept reductions.

While wages of the non-operating railway employees have been rising for some years, the same has not been true of net railway operating income of Canadian railways, notwithstanding the several freight rate increases which occurred.

While the question may be asked as to what constitutes a "normal" net operating revenue position for Canadian railways, there was, in the case of the two main railways, a decline from $67·5 millions in 1940 to $45·3 millions in 1953, although total railway operating revenue rose from $383·8 millions to $1086·6. Moreover, the net operating revenue in 1953 was substantially lower than the average over the whole fourteen year period, namely, $70·5. After increasing rapidly during the earlier years of the last war, the net fell away more rapidly under the impact of rising prices, including wage costs, in spite of these increasing gross revenues. The freight rate increase of 1948-49 produced a very substantial improvement in 1950 but the increase in costs, including that arising from the introduction of the forty-hour week in 1951, even though followed by the further freight rate increases of 1951, 1952 and 1953, and an increase in traffic, again reduced net income to the levels of 1951 and 1952. But it should be remembered that the levels of 1951-53, inclusive, were themselves higher than any year since 1946, excluding, of course, 1950. The figures with the resulting return on property invested, are as follows:

CANADIAN NATIONAL AND CANADIAN PACIFIC RAILWAYS

Year	Total Railway Operating Income (000,000)	Net Railway Operating Income (000,000)	Rate of return
	$	$	%
1940	383·8	67·5	2·31
1941	484·3	94·5	3·20
1942	590·9	116·8	3·92
1943	690·1	142·8	4·75
1944	711·8	105·6	3·45
1945	701·3	100·3	3·20
1946	646·2	56·2	1·78
1947	698·5	43·2	1·37
1948	777·7	23·5	·73
1949	793·9	24·1	·72
1950	857·4	70·1	2·04
1951	976·3	48·6	1·37
1952	1056·9	47·6	1·29
1953	1086·8	45·3	1·16

Operating ratios (i.e. operating expenses as a percentage of operating revenues) during the same period were as follows:

Year	All Canadian Railways	Canadian National	Canadian Pacific
	%	%	%
1940	78·1	88·8	74·4
1941	75·0	79·2	71·3
1942	73·2	77·3	71·0
1943	72·0	73·7	72·4
1944	79·7	82·6	78·6
1945	81·5	81·7	81·3
1946	86·8	88·2	86·5
1947	88·0	91·9	87·0
1948	92·3	96·6	91·8
1949	92·6	96·9	91·9
1950	86·9	91·0	85·5
1951	89·8	94·4	88·9
1952	90·3	95·2	88·6
1953	.....	96·4	89·4

The following table shows the ratio of payroll to total operating revenues:

Year	All Canadian Railways	Canadian National	Canadian Pacific
	%	%	%
1940	45·0	49·3	43·8
1941	42·0	46·5	39·5
1942	39·6	42·6	38·8
1943	37·8	40·5	37·4
1944	42·9	46·5	41·2
1945	43·7	46·8	42·1
1946	50·2	54·3	47·8
1947	49·9	54·7	47·3
1948	53·0	57·9	51·0
1949	52·9	57·1	50·9
1950	49·8	53·9	47·5
1951	52·0	56·2	50·2
1952	51·7	55·9	50·2
1953	.....	58·3	50·8

The 1953 figures for all Canadian railways in the last two tables are not as yet available.

Coincident with these results a very great increase in the traffic carried was occurring. In 1940, freight gross ton miles were 93·6 billions, while in 1952 the figure was 156·3 billions, an increase of 67 per cent. The railways say that high operating expenses, including substantially increased wages, are responsible for present levels of net operation income, in spite of increased freight rates and this very great increase in traffic carried. They say that their ability to receive earnings, even at present levels, is dependent upon maintenance of a high volume of traffic, and that the recent trend is downward.

The railways point particularly to the decline in total railway operating revenues which occurred during the last three months of 1953 in comparison with the corresponding months of 1952, as follows:

Month	1953	1952	Increase	Decrease
	$	$	$	$
January	81,035,239	79,463,393	1,571,846	.....
February	81,613,436	80,848,297	765,139	.....
March	91,844,313	89,054,000	2,790,313	.....
April	92,330,828	83,514,832	8,815,996	.....
May	93,780,720	91,213,755	2,566,965	.....
June	95,386,489	90,461,734	4,924,755	.....
July	97,946,999	89,849,980	8,097,019	.....
August	93,751,615	90,002,101	3,749,514	.....
September	93,232,680	90,356,733	2,875,947	.....
October	92,704,433	93,403,463	.....	699,030
November	85,591,478	87,469,744	.....	1,878,266
December	87,368,913	91,274,602	.....	3,905,689

It will, however, be noted that notwithstanding the decreases in the latter part of 1953, total railway operating revenue for the two railways in the year 1953 exceeded that of 1952 by $29·7 millions.

So far as figures are available for 1954, they are as follows:

—	1954	1953	Decrease
	$	$	$
January	70,685,494	81,035,239	10,349,745
February	76,447,547	81,613,436	5,165,889

The railways also make reference to the following table of revenue car loadings:

Period Ending	1952	1953	1954	Increase	Decrease
Jan. 31	330,826	314,982	266,351	.....	15,844
Feb. 28	314,900	281,733	272,682	.....	33,167
Mar. 31	330,125	319,701	.....	.....	10,424
Apr. 30	325,092	323,482	.....	.....	1,610
May 31	356,388	344,581	.....	.....	11,437
June 30	346,771	354,335	.....	7,564	.....
July 31	364,459	363,090	.....	.....	1,369
Aug. 31	354,421	345,520	.....	.....	8,901
Sept. 30	362,404	354,026	.....	.....	8,378
Oct. 31	391,717	361,778	.....	.....	29,939
Nov. 30	349,578	330,346	.....	.....	19,232
Dec. 31	333,544	298,472	.....	.....	35,072
	4,160,225	3,992,416	.....	.....	167,809 or 4%

Source: D.B.S. Car Loadings.

In interpreting the monthly figures of operating revenues in 1953 in comparison with 1952, it is important to keep in mind that in 1952, total railway operating revenue was then at its peak. In October and December of 1953 also, two of the months when decreases from the preceding year occurred, revenue car loadings in the corresponding months of 1952 had been at a postwar peak. There were, moreover, certain special factors which had affected the fall and winter months of 1953-54, namely, lower grain shipments, a prolonged strike in northern Ontario and Quebec, a prolonged strike in the forest industries in the interior of British Columbia, and more severe weather conditions in January 1954, than in the corresponding month of 1953. The influence of some of these factors upon revenue freight car loadings is illustrated by the following table (top of next page).

Although, as pointed out by the Canadian Pacific in its annual report, reduction in traffic volume in 1953 was fairly general and was particularly marked towards the end of the year, there were important increases in certain commodities "notably crude oil, cement, sand, gravel and crushed stone." It is also to be borne in mind in connection with the reduction in grain ship-

YEAR TO YEAR REDUCTIONS IN REVENUE FREIGHT CAR LOADINGS ON CANADIAN RAILWAYS

1952 to 1953	Total	Grain and Grain Products	Non-ferrous Ores, Ingots, etc.	Logs, Pulpwood Lumber
October	30,000	10,000	+1,000	4,000
November	19,000	10,000	1,000	3,000
December	35,000	12,000	2,000	6,000
1953 to 1954				
January	47,000	17,000	3,000	5,000
February	9,000	8,000	.....	2,000
March (½)	17,000	10,000	.....	2,000

ments that the grain is still in storage and will no doubt have to be moved at some time. While LCL loadings are down, there is evidence of strength in automobiles, fuels, building products and newsprint.

In considering a decline of the nature of that of which the above figures testify, it is relevant to have in view a somewhat longer period, and for that reason I append the following table:

REVENUE FREIGHT CAR LOADINGS

(The figures are in thousands of cars)

1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952	1953	1954
January														
210	229	272	236	282	280	287	302	317	300	271	331	331	315	266
February														
199	217	249	247	281	265	263	270	286	289	282	294	315	282	273
March														
195	250	271	286	313	301	302	306	324	330	330	336	330	320	
April														
219	252	273	280	285	293	282	311	334	309	292	337	325	323	
May														
237	276	283	285	319	311	296	345	325	313	338	380	356	345	
June														
240	267	287	300	316	322	291	332	342	322	354	370	347	354	
July														
248	277	294	295	298	306	305	343	337	307	332	350	364	363	
August														
256	279	282	304	318	314	325	331	344	351	275	363	354	346	
September														
252	294	290	306	317	300	324	352	378	363	363	350	362	354	
October														
281	313	323	318	331	341	371	388	388	370	385	390	392	362	
November														
259	286	291	320	328	322	349	356	370	352	369	367	350	330	
December														
231	260	271	290	273	272	295	321	316	301	314	315	334	298	
2827	3200	3386	3467	3661	3627	3690	3957	4060	3907	3906	4183	4160	3992	

It will be seen that, with the exception of 1948, 1951 and 1952, revenue car loadings in 1953 were higher than any year back to 1940. Probably an even better perspective is gained from the following table of average car loadings during

(a) the period of the late war;
(b) the immediate postwar period;
(c) the years 1950-52;
(d) 1953, and
(e) 1954 to date:

REVENUE FREIGHT CAR LOADINGS—CANADIAN RAILWAYS

Monthly Averages During 1939-45, 1946-49, 1950-52, and 1953

Period	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
1939–45	240	231	258	254	275	275	273	283	293	311	293	257	3,245
1946–49	302	277	316	309	320	322	323	338	354	379	357	308	3,904
1950–52	312	297	332	318	359	357	349	331	358	389	362	321	4,085
1953	315	282	320	323	345	354	363	346	354	362	330	298	3,992
1954	266	273											

The railway industry is undoubtedly sensitive to fluctuations in the economy and it is possible that the decrease in 1953 may be a reflection of the stabilization occurring in the economy following the period of expansion after the outbreak of war in Korea and the rapid growth of resource development which the country has been experiencing of late years. If this be so, there would be no basis for any conclusion other than that the economic development remains strong. Canadian National Railways have estimated that the physical volume of traffic carried in the current year will not be greatly less than in 1953. This estimate has not as yet materialized.

In discussing the falling off in revenue and its causes, including the competition from other modes of transport, the railways have called our attention to the judgment of the Board of Transport Commissioners, dated February 15, 1954, in which the Board referred to its earlier judgment of March 6, 1953, where it had stated

> that the Board had become increasingly concerned as to the long-term ability of the Canadian economy to continue indefinitely to bear successive increases in freight rates on the scale of the then recent past and we made further reference to the apeparances of an approaching danger of the railways being priced out of the transportation market and likewise the equal danger of labour pricing itself out of railway employment.

The Commissioners in their judgment of 1953 say that while Canadian gross national product increased in 1953 over 1952, on the other hand, overall freight tonnage in 1952 was practically the same as in 1951. The more significant fact, however, in the Board's opinion was the decline in the carriage of high class goods and increases in traffic of a low grade and less remunerative character. The Board noted, on the basis of rail statistics then available, a decline in overall volume, as well as a further decline from 1952 in the carriage of high class goods, and went on to say:

> As a result of these recent rail traffic trends, we are now more strongly than ever of the opinion that the long succession of general freight rate increases, mainly due to added costs of labour which is the largest single factor and to increased costs of materials, has brought about a loss of traffic by the railways to competing modes of transport not only of traffic which the railways formerly regarded as vulnerable because it was highly competitive, but a loss as well of traffic which was formerly non-competitive but which has now become subject to competition by reason of the aforementioned long succession of rate increases. Thus the law of diminishing returns is now, in the inexorable economic sense, beginning to assert itself.

Before this Board, however, the spokesman for the railways stated that

> any increase in costs in 1954 can only force the railways to seek means of lessening the impact of such costs on their income by increased rates, however unpleasant this prospect may be,

and continued:

Mr. PORTER: Just there I would like you at some time to develop that very question. Can increased rates give you increased revenue? Have you any opinion that you would care to express after some thought on that? Is there not a ceiling somewhere?

Mr. GOSSAGE: I would say that at the present time we have probably not reached the ceiling.

Mr. PORTER: As a shipper I am particularly interested.

Mr. GOSSAGE: It was from the shippers point of view that we felt the unpleasantness of this prospect would be particularly open; but we do not feel that we have yet reached the stage where rates cannot be increased with resulting increased revenues but we do realize that such increases are becoming much more unpleasant to the economy and perhaps undesirable to the economy.

* * *

The CHAIRMAN: When you say that you do not think the ceiling has been reached you mean that the railways could charge more and not lose to other forms of transportation sufficiently to affect their increase in revenue?

Mr. GOSSAGE: I think that probably is the case, but what the effects would be on the economy of Canada is a much more serious study—whether or not those increases would have worse effect on the economy of Canada than any benefit there might be in other directions. That is a question that would have to be considered.

Increase in net revenue, of course, is not to be looked for simply by means of increases in freight rates but by constant attention to economy and efficiency in operation on the part of employer and employee alike. This subject matter was, however, not touched upon in the evidence before the Board save that with respect to employee efficiency the railways claimed that although, when the introduction of the five-day week was under negotiation, the employees represented that there would be such improved efficiency on their part resulting therefrom that there would be a quick balancing of any immediate costs, no evidence of any such result is discernible from a study of the question made by the railways apparently independently of the employees.

On the other hand, the latter contended on the basis of an analysis of their own that there was evidence of increased

employee productivity. Had the results in terms of the correlatives of costs and employee productivity of a major change of this character been the subject of joint investigation, the Board would have been greatly assisted in its appreciation of the situation before it. However, in this whole area of efficiency and productivity in which, apart from the public, the railways and railway employees have the greatest mutual interest, we do not know what means either has of being constantly informed of what is being done or attempted by the other, or whether there exists any co-operative organization for the furtherance of these objects. It may not be amiss in this connection to reproduce two paragraphs from the agreement reached in December 1953, between the British Transport Commission and the Trade Unions:

> The British Transport Commission are prepared to examine with the Trade Unions their whole wage and salary structure. The British Transport Commission contemplate that this examination would be completely exhaustive without conditions of any kind. Its purposes would be to correct anomalies and give added incentives (including differentials) in desirable cases; and to investigate all standard rates of pay.
>
> At the same time the British Transport Commission and the Unions agree to confer in order to evolve ways of increasing the efficiency of the railway organization, not only by such adjustment of wages and salaries as may result from the above examination, but by all other appropriate means.

In the present instance the evidence presented to this Board as to the result in terms of employee productivity of the introduction of the forty-hour week is not of a sufficiently satisfactory character, in my opinion, to enable any finding to be based upon it, with the result that the Board is without the assistance which resolution of the question would have afforded.

Coming directly to the question presently under consideration, the situation resolves itself into one in which, upon the one hand, the hourly rated non-operating railway employee is, and for some time has been, at a disadvantage in the matter of paid statutory holidays, measured by the standard of the existing practice in the durable goods industry—the standard which the railways themselves have now for a number of years put forward as the best available for comparison in such matters.

Average hourly earnings of the durable goods worker also, as at December 1, 1953, were 149·5 cents as against 146·1 cent in the case of the railway worker (Canadian National and Canadian Pacific). There is, however, to be brought into the comparison the relatively high stability of employment which has obtained over the years in railway employment, to which reference has already been made. The same is probably not so true of the durable goods industry. The railway worker has also pension and pass benefits, which are by no means to be undervalued. In 1953, the cost of pensions to the Canadian National and Canadian Pacific Railways was $35,685,622.

On the other hand, the existing economic situation in which the railways find themselves is also a fact. While the railways will, in 1954, have the benefit for twelve months, of the 7 per cent increase in freight rates granted in March 1953, as against nine and a half months in that year, that increase was granted by reason of a then existing deficiency in revenue and not for the purpose of meeting future additional costs. Moreover, the degree of net benefit resulting from the higher rates for the full year will depend upon the volume of business done. To assess what will be the economic experience of the railways in 1954 is to move in the realm of conjecture. No very solid foundation upon which to base any increase in remuneration to employees would thereby be furnished. However, just as I cannot agree with the contention of the employees that the financial condition of the railways is irrelevant to the matter in hand, neither do I think that that condition should control regardless of all other considerations. Were the agreements which are the subject of the present conciliation proceedings to be settled for an extended period of years, the proper recommendation to make would probably be different from that where, as in the present case, they are for a period of one year only.

After the best consideration which I have been able to give to all aspects of the present question, I think that a beginning should be made in the removal of the existing disadvantage and that the hourly rated non-operating employee should receive payment for three statutory holidays not worked, namely, New Year's Day, the first of July and Labour Day. I think, however, that in respect of work performed on these three days, payment should be on a *pro rata* basis and not time and one-half as at present.

This brings me to a consideration of the proposal that if an employee performs "any" service on a statutory holiday he shall be paid triple time therefor. As already stated, present agreements call for *pro rata* rates for the monthly rated and time and one-half for the hourly rated employees.

In the consideration of all the proposals before this Board, it must constantly be borne in mind that the operation of the railways is not quite the same as the situation which obtains in industry in general. The order of Mr. McAdoo, already referred to, contains the following pertinent observations:

I am in full sympathy, as every reasonable man must be, with the natural desire of the employees to be released from Sunday and holiday labour as far as possible. Not only are employees the better for such periods of rest and recreation, but they naturally prefer for that purpose Sundays and holidays, because all the habits of our people are so adjusted that rest and recreation are more feasible and satisfactory on those days than on other days... At the same time we must face the fact that the entire public expects the railroads to be operated on Sundays and holidays, as well as on other days; hence it is impossible to adopt any plan which will eliminate Sunday and holiday labour.

In order to discourage Sunday and holiday work on the railways, the order provided for the higher scale of payment for work performed on such days, to which reference has already been made.

The railway industry demands continuous operation on Sundays and holidays as well as other days. In fact, the public demand for certain types of service is actually higher on Sundays and holidays than on other days, and such considerations entail the working of considerable numbers of railway employees on such days. The situation under which the railways operate is therefore different from that which prevails in industry generally, where work on Sundays and holidays is much more generally controllable.

I therefore think that, as the object of penalty rates is to keep to a minimum unnecessary holiday work, present rates are sufficiently high for that purpose. To increase them would be merely to increase further the cost of work on the railways which cannot be avoided.

Nor do I think that the proposal for a minimum of eight hours' pay at penalty rates for any service performed on a holiday should be recommended. Such a proposal would run counter to the underlying idea to which the employees themselves subscribe, namely, that work on all such days should be kept to the bare essentials of what is necessary so as to preserve holidays for their primary use for rest and recreation. Present agreements contain provision for a minimum of two, three or four hours. To increase these could only have the effect of increasing the amount of holiday work to be performed by the employees, as the railways, if obliged to pay in any event, would undoubtedly be inclined to require the full eight hours' work to be performed. There would be no monetary advantage to the railways in relieving the employee until the full period had been worked.

It should be pointed out that included in the non-operating employees here represented are certain classifications, such as dining and sleeping car employees, porters and express messengers, whose duties are performed upon trains and whose conditions of employment are in some measure related to those of train service employees.

Obviously, a sleeping car conductor cannot be relieved from service while en route in order to give him the benefit of a statutory holiday. Agreements with employees of classifications of this character have necessarily been entered into in the light of such circumstances and such agreements have necessarily paid no attention to statutory holidays. It would be unreasonable to provide for penalty rates for holidays worked with respect to such employees. No employees engaged in train or engine service are so paid.

The last paragraph of the proposal of the employees with respect to holidays reads:

If any of the holidays specified and referred to above shall fall on an assigned rest day of an employee, the next following assigned work day shall be considered as that employee's holiday.

Present agreements covering monthly rated employees generally provide for such employees to receive an extra day's pay at the *pro rata* rate or a day off in lieu, should a holiday fall on an assigned rest day, but the determination of monthly rates for this class of employee has been arrived at on a basis excluding the consideration that such an employee might be deprived of a free day by reason of a statutory holiday falling upon his assigned rest day. The provision mentioned above has accordingly been made to take care of such a situation. The same consideration does not apply in the case of the hourly rated employee and I would therefore not recommend any change in the present practice in this respect. The evidence does not show that such a practice, in the case of the hourly rated employees, is at all prevalent in industry.

II. The Request With Respect to Vacations with Pay

This proposal is as follows:—

Annual vacations with pay rules shall be revised to provide the following:

(a) An employee shall be allowed vacation with pay for service rendered in the first calendar year on the basis of one day's vacation for each twenty-five (25) days' service, or major portion thereof;

(b) After one year of service, ten (10) consecutive working days' vacation.

(c) After ten years' service, fifteen (15) consecutive working days' vacation.

(d) After fifteen years' service, twenty (20) consecutive working days' vacation.

(e) Provisions as to vacation qualifications in the respective agreements shall be modified consistent with the foregoing.

(f) Time off because of sickness, injury, jury duty, court attendance or committee work, whether compensated or not, and all paid holidays, shall be counted as service in computing the number of days of service necessary to qualify for a vacation.

(g) An employee qualified for vacation with pay who leaves the service for any reason shall be granted full vacation pay earned up to the time of the termination of his service. This shall include pay for vacation earned in the preceding year and not yet granted, and the vacation earned in the current year.

(h) If a paid holiday shall fall during the employee's vacation period, he shall be granted one additional day of vacation for each such holiday.

(i) If the employee performs service on any day in his vacation period, he shall be paid for each such day not less than eight hours' pay, at double the regular rate of his position, in addition to his vacation pay; service beyond eight hours shall be paid at double the regular rate of his position.

If the railway does not grant actual time off for all vacation due, the employee shall be paid in accordance with this clause, for a period during the calendar year equivalent to the vacation to which he is entitled.

(j) If any employee shall leave the service of the railway to enter the armed forces retaining his seniority rights with the railway, he shall be entitled to whatever part of his full vacation pay earned in the preceding and current calendar years shall not have been given him at the time of leaving. Time spent in the armed forces during which seniority is accumulating shall be considered continuous service.

(k) Nothing herein shall be construed to deprive any employee of such additional vacation days or more favourable practice as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days or more favourable practice shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.

The railways estimate that the cost involved would be $9,349,000 for the employees ultimately affected. Under existing agreements, generally speaking, monthly rated employees receive two weeks' holidays with pay after one year of service, while the hourly rated receive

One week after 1 year and up to 3 years;

One and one-half weeks after 3 years and up to 5 years;

Two weeks after 5 years.

Telegraphers constitute an exception in that they receive two weeks after three years. A year of service for purposes of paid holidays requires the employee to have worked a stipulated number of days in the calendar year. In the case of the monthly rated employee this is 254 days, while in that of the hourly rated it is 250. Certain credits are, however, allowed employees for illness, injury and committee work to which more particular reference will later be made.

The departmental survey already referred to shows that in the durable goods industry, out of 418,500 plant employees, about 45 per cent receive two weeks after three years or less service, while some 47 per cent are required to serve five years or more before being so entitled. With respect to the 183,251 "office" employees, the survey indicates that some 88 per cent receive two weeks after service of one year or less. These figures indicate that a difference is maintained as between monthly rated and hourly rated employees, and I do not think, in the circumstances presently existing, the present basis among the non-operating railway employees with respect to the two weeks' vacation should be disturbed.

With respect to more extended vacations, the departmental survey shows that some 49 per cent of the plant employees in the durable goods group receive three weeks or more paid vacations after service of from ten to twenty-five years, while in the case of the office employees, some 59 per cent are so entitled.

The average length of service among railway employees is comparatively high, a condition which has arisen out of the application of seniority rules and the relative stability of railway employment in past years. The railway brief states that:

On the railways the number of employees in the non-operating group here represented with 10 or more years' service is 46 per cent of the total; those with 15 or more years' service, 28 per cent; and those with 20 or more years' service, 24 per cent. This is substantially in excess of the average industrial company as is shown by a survey made recently by the Quebec Industrial Relations Institute of 33 companies in the Montreal area which grant 3 weeks' vacation with pay. This survey showed none of the companies had as much as 46 per cent of their employees receiving 3 weeks' vacation with pay, indeed the highest proportion reported was 34 per cent. The number of companies with more than 28 per cent was only 3 and with more than 24 per cent, 5 or only 15 per cent of the total number of companies.

The cost, therefore, of extending the base for paid vacations among employees of longer service would bear much more

heavily on the railways than would appear to be the case in industry generally.

It also ought not to be forgotten, when considering the matter of holidays, that within the last three years there has been added to the holidays of every railway employee an additional fifty-two days in each year (26 in the case of the limited number who formerly worked 44 hours per week), the existing remuneration in force when this occurred, being maintained.

I think, however, having regard to the evidence as to the practice in outside industry to which I have referred, that there should be some extension of vacation beyond two weeks in the case of employees who have given long service. I therefore recommend that after twenty-five years' service, there should be a vacation of three weeks with pay.

With respect to clause (f) of the proposal, present agreements provide in effect that where an employee has not worked full time during the preceding year, his vacation shall be proportional to the days of actual service, but an employee is allowed credit for fifty days not worked on account of sickness, injury or committee work. The result is that an employee would have his vacation allowance curtailed only, if with this credit, his service during the year were less than 238 days. This is in effect to reduce the minimum number of working days required, namely, 254, by a further sixteen days. I do not think the unlimited nature of the variation involved in the present proposal is reasonable. Our attention has not been called to the existence in industry of any practice which would support any recommendation on our part for the adoption of the proposal now put forward.

With respect to clause (g), this proposal would provide that an employee should be paid for vacation not taken even though he were discharged for cause. Apart from such case, I think the proposal reasonable and would recommend its adoption.

With regard to the proposal contained in clause (h), namely, that if a paid holiday shall fall during the employee's vacation period, he shall be granted one additional day of vacation therefor, I do not think this should cause any difficulty as it is the present practice to grant credit for a statutory holiday falling in a vacation period.

The proposal embodied in clause (i) that if an employee performs service on a day during his vacation period, he shall be paid for not less than eight hours at triple rates, is not supported by any evidence submitted to the Board that this is a situation which arises in practice with any frequency. My opinion, in the absence of such evidence, is that such a situation could only arise through emergency conditions. Penalties, whatever their size, are designed to prevent abuse and I think that the existing penalty provisions are quite ample to take care of any such situation.

I would also recommend acceptance of the proposal contained in clause (j) with the exception of the last sentence, if by that it be intended that an employee, absent in the armed forces, should continue to be entitled to holidays with pay on the same basis as though he were in fact continuing to perform his ordinary duties in the service of the employer.

I think also that the present practice of requiring an employee to serve the required number of days in a "calendar" year before becoming entitled to his first paid vacation after entering railway employ should be swept away and entitlement to such holiday be on the basis of a year, regardless of whether or not it falls across two calendar years.

Apart from the above, I would not recommend any other changes in the present basis upon which holidays with pay are granted.

III. Sick Leave With Pay

The proposal under this head is that

> Employees shall be allowed eighteen (18) days' pay per year for time lost on account of sickness. Unused days shall be cumulated to an employee's credit.

It has been made clear that this proposal does not assume that an employee, on leaving railway service for whatever reason, should receive payment for accumulated unused sick leave benefit.

The railways estimate that this proposal involves a cost of $1,708,000 for each day for all those involved, and that with the cumulative feature, the cost would amount to $30,743,000. The employees argue that sick leave days which would actually be used would not exceed seven per employee and that the cost, therefore, would be $10,248,000. To the extent that experience would prove to be in excess of seven days, the cost would be correspondingly increased.

At present, none of the agreements provide for sick leave with pay, although this form of employee benefit is granted by the railways from time to time on a voluntary basis in the case of certain groups performing clerical services. As pointed out by the employees themselves:

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It is true that in industry generally, there are relatively few examples of sick leave with pay, either for office or non-office employees. In most industry in Canada, where any provision against illness exists, it takes the form of some kind of health and welfare plan.

The employees contend, however, that such welfare plans are the equivalent of sick leave with pay and may therefore be justifiably used for purposes of comparison.

They point to the sick leave with pay regulations covering the federal Civil Service, as well as the Civil Service of a number of the provinces, in a number of which eighteen days per year are allowed, the cumulative feature also being present.

Reference is also made to the practice followed by certain federal Crown corporations, as well as to that prevailing in certain public service corporations such as the Ontario Hydro-Electric Power Commission and the Bell Telephone Company.

The situation disclosed to exist by the Department of Labour survey among the 802,377 plant employees covered, is that 12·7 per cent only, enjoy some form of sick leave benefit with either full or partial pay, while of the 183,251 office employees, some 94·7 per cent enjoy some such benefits. In the case of plant employees in the durable goods industry, the figure is 6·4 per cent and in the case of office employees, 92·5 per cent.

The survey also shows that in urban and suburban passenger transportation, 37·7 per cent of non-office employees and 94·7 per cent of office employees enjoy similar benefits. In the case of truck transportation and interurban bus and coach transportation, respectively, the comparable figures are 9·8 per cent and 5·4 per cent of non-office, and 87·9 per cent and 80·6 per cent of office employees. The number of employees in these groups, is, however, comparatively small.

Apart from plans providing sick leave with some pay, the departmental survey shows also that of 802,805 plant employees, some 753,000 are covered by some form of accident as well as sickness benefit plans, some 396,000 durable goods employees, out of a total of 418,753, being so covered. The proportion of employees similarly covered in truck transportation, urban and suburban transportation and interurban bus and coach transportation is also high. The same is true of office employees in these last mentioned industries, the proportions being, if anything, higher than in the case of plant employees.

Of the above sickness and accident benefit plans, 40 per cent of the plant employees in manufacturing are covered by plans which include provisions for some cash compensation. In the case of durable goods the percentage is 48·6 per cent; truck transportation, 31·1 per cent; and urban and suburban transportation, 29·4 per cent. In the case of office employees, 37·1 per cent in manufacturing as a whole are covered by such plans, the figure for durable goods being 43·8 per cent, for truck transportation, 33·0 per cent, and for urban and suburban transportation, 18·1 per cent.

The employees agree that in order to make this information relevant to the present discussion, it is necessary to consider the extent of employee contribution to the plans. The present proposal on behalf of the employees is, of course, that the contribution of the railways should be 100 per cent.

On this aspect, the department survey shows that, of the 753,303 plant employees covered by sickness and accident benefit plans, only 80,324 are covered by plans the cost of which is fully borne by the employers. Of the 396,959 employees in the durable goods industry who are covered by some form of plan, 43,420 only are covered by plans to which they do not contribute. In truck transportation, only 778 employees out of 9,298 are so covered. Out of 17,500 employees in urban and suburban passenger transportation, the number is 632, and only 96 employees engaged in interurban bus coach transportation out of a total of 3,519.

The situation among office employees is not very different. Out of 176,568 office employees covered by some form of sickness and accident benefit plans in manufacturing as a whole, only 16,161 are covered by plans the cost of which is entirely borne by the employers and only 10,665 of the 95,067 office employees in the durable gools industry are so covered. The comparable figures for the other forms of transportation industries referred to are negligible.

The situation thus disclosed, therefore, does not tend to support the proposal put forward by the employees or, indeed, any proposal involving a plan the cost of which would be fully borne by the employers. The employees themselves recognize that the experience of industry with plans of that character has been unfavourable due to its tendency to encourage malingering. They argue, however, that the cumulative feature of the present proposal would help to remove the temptation to malingering for the purpose of using up sick leave in each year, although not needed, in order to avoid losing it. It is suggested that the knowledge that unused days are accumulated to the employee's credit would

remove this temptation and encourage accumulation for proper purposes, namely, for serious illnesses more likely to occur with advancing years.

The experience from this standpoint in the administration of different plans in this country and elsewhere has been referred to by the employees and the railways. In view of my conclusion on this matter, however, I do not consider it necessary to discuss such experience in any detail. I would mention the report made in 1951 by the Industrial Relations Section of the Department of Economics and Social Institutions of Princeton University entitled "The Operation of Sickness Benefit Pans in Collective Bargaining." One of the factors tending to the control of this form of abuse is stated by that report to be the size of benefits relevant to earnings, and it goes on to point out that many of those concerned with plans of this character had reported that benefits under their plans were "not high enough to induce employees to remain away from work unnecessarily." To quote further:

> Among the programs studied the highest proportion of earnings reimbursed was 60 per cent, with most of the plans paying considerably less. There was lack of agreement among administrators as to just how large a proportion of earnings it was feasible to pay. The members of one employer's association who contribute to the union's sick benefit fund also allow their employees one week's sick leave per year at full pay. The president of this association pointed out that while employees do not abuse the insurance benefits which range from 40 to 50 per cent of earnings, they definitely abuse the sick leave provision of the contract, with 90 per cent of the employees reporting sick for one week during the year.

The report states that most of the administrators of plans covered by the study were of the opinion that benefits should not go above 40 or 50 per cent. Only a minority believed that employees should be reimbursed for their entire loss of earnings.

Whatever scheme may constitute the best mode of providing the appropriate benefits while at the same time eliminating or keeping to a minimum dishonest claims, enough has been indicated in the above discussion to compel the conclusion that the employees' proposal in its present form could not be recommended. I think, however, in view of the current trend in industry toward some form of protection against the misfortune or disaster of illness or injury, the time has come when some contributory plan ought to be instituted for the benefit of railway employees. No attempt was, however, made on either side to place before the Board for adoption any scheme, and it is obvious that in such a situation the Board cannot be in a position to formulate a scheme which it could say ought to be put into operation.

It appears that some time prior to the employees' notice which initiated these proceedings, the Canadian Pacific Railway Company had already entered upon discussions with representatives of all its employees looking toward the formulation of a plan of sickness and injury benefits, including some element of group insurance. These discussions, however, had not proceeded to the point where any mutually satisfactory plan had been evolved, and the discussions themselves appear to have been discontinued shortly after the initiation of the present proceedings, although the company intimated it was prepared to take up the matter where it had been left off. It was also stated to the Board that on the Canadian National Railways some plan or plans is or are in existence covering some, although not all employees. There appear to be no current discussions, however, looking toward any changes or extension of the existing benefits, whatever they may be.

The settling of a comprehensive scheme suitable to the particular conditions existing among railway employees will obviously entail a good deal of careful thought and discussion. All that can be done in the existing circumstances is to express the view as above that the time has come when a suitable plan ought to be devised, and to recommend that the railways should take or continue steps to that end.

IV. Payment for Sunday Work

The employees' request under this head is as follows:

> (4) Any employee who performs service on a Sunday which is not his rest day shall be paid for a minimum of eight hours at one and one-half times the applicable straight time hourly rate of pay. Any employee who performs service on a Sunday which is his rest day shall be paid for a minimum of eight hours at double the applicable straight time hourly rate of pay. Service beyond eight hours on any Sunday shall be compensated at double the applicable straight time hourly rate of pay.

The request involves four separate features:

(a) Payment of time and one-half for Sunday service on an employee's regularly scheduled *work* day;

(b) Payment of double time for Sunday service on an employee's regularly scheduled *rest* day;

(c) Payment for a minimum of eight hours for Sunday service at the applicable penalty rate; and

(d) Payment for all hours in excess of eight on any Sunday at double straight time rates.

The railways estimate that the cost of time and one-half for Sunday work, as such, for all non-operating employees would amount to over $7,000,000 annually.

At the present time agreements covering the services of non-operating railway employees provide for a penalty rate of time and one-half for work performed on a Sunday which is a regularly scheduled *rest day* of the employee. For work performed on a Sunday which is a regularly scheduled *work day,* payment at *pro rata* rates is the rule, the overtime provisions being the same as for any other day.

The railways admit it to be undeniable that for most people, working on Sundays is less desirable than using it as a day of rest. As has already been pointed out, however, railway operation differs from ordinary industrial operations because of the obligation based on the demand of the public for continuous service by the railways, there being no exception on Sundays or holidays. On the contrary, on such days the demand for some types of service is heavier. It has, accordingly, so far proved impossible to adopt any plan which will eliminate either Sunday or holiday labour.

Other industry, such as manufacturing plants, for example, can, to a large degree, control or eliminate Sunday and holiday work. Even in outside industry, however, as the employees admit, the available information does not indicate any general practice providing for the payment of penalty rates for service on Sundays which form part of an employee's regular work week.

The history behind the present request is of interest. In earlier days of railway operation in Canada, Sunday was the recognized day of rest, but those employees necessary to the continuous operation of the railway were normally assigned to a seven-day week basis without any penalty whatever for Sunday work. During the first World War, there was a departure from this practice and overtime rates were imposed in the case of Sunday work performed by all employees, with no provision for the assignment of a rest day other than Sunday.

By a decision of the Railroad Labour Board in the United States, No. 222, of August 11, 1921, an exception from the last mentioned provision was made in the case of certain positions essential to the continuous operation of railroads, the occupants of these positions being required to work on Sundays on the same basis as on any other day. In Canada, by Supplement B to Wage Agreement No. 4, effective May 22, 1922, shop crafts employees were similarly excepted but this was combined with a provision for a rest day other than Sunday, making effective a six-day work week.

At about the same time, this same principle of establishing one rest day in seven, Sunday if possible, was established in the agreements with other classifications of employees except those represented by the Commercial Telegraphers Union of America, who retained a provision for payment of penalty overtime on Sunday for the reason that no other day could be assigned as a rest day. Such provision was eliminated, however, in the revision of the agreements following upon the institution of the forty-hour week on June 1, 1951.

It will therefore be observed that the present proposal would preserve the right of persons regularly assigned to work on Sunday to two rest days other than Sunday each week, notwithstanding that Sunday work would be paid for on the penalty basis. This results from the rule in the various agreements penalizing work in excess of forty hours in any work week. The revised agreements above referred to did not provide for any penalty payment on Saturday or Sunday as such.

As already expressed, my view is that the present penalty rate is sufficient to discourage unnecessary Sunday work. The proposal for a minimum of eight hours' work on any Sunday would tend to increase Sunday work for the reason, as already pointed out, that there would be no incentive on the part of the railways to release an employee before the expiration of that period. I therefore do not recommend this proposal.

Dated this twenty-second day of April, 1954.

Respectfully submitted.

(Sgd.) R. L. Kellock,
Chairman.

REPORT OF BOARD MEMBER REPRESENTING EMPLOYEES

There appeared to have been a long course of negotiations between the parties and also through conciliation officers of the Department of Labour before the matter came to this Board, and as far as representations to the Board were concerned it would appear that the employees made certain proposals for revision of the operating agreements, and while what has been termed negotiations apparently continuing

over some months have gone on the Companies' attitude at all times with a flat no, and no counter proposals of any kind were made by them. From the record before the Board the notice of the desire to revise the then existing agreement was given by the employees to the Companies on the 2nd of November 1953.

The Employees Request

(1) Effective with the calendar year 1954 all employees shall be given holidays off with pay each year as follows:

New Year's Day
Good Friday
Victoria Day
Dominion Day
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day
and

such other days as may be designated or proclaimed to be holidays by the federal Government.

If an employee performs any service on any such holiday he shall be paid not less than eight (8) hours at double his regular rate of pay, in addition to the regular pay for that holiday.

If any of the holidays specified and referred to above shall fall on an assigned rest day of an employee, the next following assigned work day shall be considered as that employee's holiday.

(2) Annual vacations with pay rules shall be revised to provide the following:

(a) An employee shall be allowed vacation with pay for service rendered in the first calendar year on the basis of one day's vacation for each twenty-five (25) days' service, or major portion thereof.

(b) After one year of service, ten (10) consecutive working days' vacation.

(c) After ten years' service, fifteen (15) consecutive working days' vacation.

(d) After fifteen years' service, twenty (20) consecutive working days' vacation.

(e) Provisions as to vacation qualifications in the respective agreements shall be modified consistent with the foregoing.

(f) Time off because of sickness, injury, jury duty, court attendance or committee work, whether compensated or not, and all paid holidays, shall be counted as service in computing the number of days of service necessary to qualify for a vacation.

(g) An employee qualified for vacation with pay who leaves the service for any reason shall be granted full vacation pay earned up to the time of the termination of his service. This shall include pay for vacation earned in the preceding year and not yet granted, and the vacation earned in the current year.

(h) If a paid holiday shall fall during the employee's vacation period, he shall be granted one additional day of vacation for each such holiday.

(i) If the employee performs service on any day in his vacation period, he shall be paid for each such day not less than eight hours' pay, at double the regular rate of his position, in addition to his vacation pay; service beyond eight hours shall be paid at double the regular rate of his position.

If the railway does not grant actual time off for all vacation due, the employee shall be paid in accordance with this clause, for a period during the calendar year equivalent to the vacation to which he is entitled.

(j) If any employee shall leave the service of the railway to enter the armed forces retaining his seniority rights with the railway, he shall be entitled to whatever part of his full vacation pay earned in the preceding and current calendar years shall not have been given him at the time of leaving. Time spent in the armed forces during which seniority is accumulating shall be considered continuous service.

(k) Nothing herein shall be construed to deprive any employee of such additional vacation days or more favourable practice as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days or more favourable practice shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.

(3) Employees shall be allowed eighteen (18) days' pay per year for time lost on account of sickness. Unused days shall be cumulated to an employee's credit.

(4) Any employee who performs service on a Sunday which is not his rest day shall be paid for a minimum of eight hours at one and one-half times the applicable straight time hourly rate of pay. Any employee who performs service on a Sunday which is his rest day shall be paid for a minimum of eight hours at double the applicable straight time hourly rate of pay. Service beyond eight hours on any Sunday shall be compensated at double the applicable straight time hourly rate of pay.

General Comments

No counter proposal of any kind was submitted by the Companies. The entire presentation by the Companies, based upon an absolute refusal on all counts, was directed to attempt to show that the Companies couldn't afford to make any concessions.

Certain selected figures directed towards that end were presented by the Companies, who selected an exchange point in the United States as indicative of the costs of certain aspects of railway operation in Canada.

No information was given respecting any other point either in Canada or the United States.

The Companies made dire predictions as to the trend of Canadian economy, notwithstanding the buoyancy of 1953, using as their yardstick the falling off in car loadings for the last part of the year.

When one knows of the hundreds of millions of bushels of wheat in storage in country elevators, in terminal elevators and on the farms of Western Canada, which sooner or later will have to be moved it isn't difficult to understand a falling off in car loadings.

It is contended that the falling off in car loadings is fairly general; but obviously if there are hundreds of millions of bushels of grain waiting hauling to market and sale, not only would there be a falling off in car loadings respecting mere handling of this grain, but a similar falling off in car loadings arising out of the failure to receive and spend the proceeds of this grain.

In the Board discussions there seemed to be on the part of some members some apprehension as to what the future holds, notwithstanding the fact that the reports on car loadings for the first two months of the year showed an upward trend; and there seemed to be a disposition to deal with the employees' requests on the basis that this was just a stop gap for the balance of 1954 only, and anything the Board would do wouldn't prejudice the men re-applying at the end of this year.

I was unable to go along with this view because it necessarily involved admitting as a principle that the employers' financial ability to comply with the requests was a fundamental matter to be considered in things of this kind.

The Board met on several occasions apart from the public meetings and the Chairman particularly made a very comprehensive survey of the situation and made tentative suggestions tending towards some compromise in the matter.

While the employees showed a disposition to "deal", the attitude of the Companies was adamant, they wouldn't consider anything.

The Board held it's last meeting on April 9 and it was agreed then that each Board member should write a report.

As on former occasions, in this report I wish to state at the outset that the ability or lack of ability of the employer to meet the requests of the men is not a matter for consideration by a Conciliation Board.

The whole question to be considered, in my opinion, is whether or not the requests themselves are reasonable, and whether or not the granting of these requests would place the employees out of line with general trends or *with what ought to be general trends.*

Even though there were no general trends, if the requests were fair and reasonable, the fact that as of now there were no general trends in that direction would be no sound reason for rejecting the requests, otherwise no advance in labour conditions would ever be possible because no employees would ever be allowed to mark out a new course, and while this feature is not apparent in this case I do consider it proper to place that fact on record.

There can be no advance whatever unless at some point a new departure can be made, and complete stagnation in wages and working conditions would result.

The question of the problems of management and directive operation is one for the Companies themselves. Unless and until the men are given and accept a share in management and operation, the responsibilities and consequences of management and operation should not devolve on them. There has been nothing before the Board upon which it could determine, if it desired to do so, whether or not there are economies and efficiencies which could be introduced into the management and directive operation.

At the first Board meeting the Chairman asked the Companies' spokesman what steps, if any, the Companies had taken to establish economies in management, etc. After some hesitation the spokesman (Mr. Gossage) said the Companies had done everything they could and there was nothing more they could do to establish such economies.

I am not impressed by such a blanket statement.

If the Board *were* to be influenced by that type of matter it could only be so influenced if some satisfactory information were given to it of

(a) the steps taken involving
  (i) what changes;
  (ii) what economies, and
  (iii) what further hope for economies.

The broad statement that the Companies consider their method of management and operation completely and finally satisfactory and incapable of improvement does not impress me at all.

In every single instance in labour history when the employees have asked for any wage increase or reductions in hours or improvement in working conditions, the stock and standard answer of the employers has been "we cannot afford it and stay in business", but notwithstanding that, they, including the employers involved in this matter, continue to stay in business, to expand their operation and investments, and to pay dividends.

The employers then cannot complain if they find themselves in the same position as the shepherd boy in the Greek fable notorious for his predeliction to cry "wolf". The constant unfounded repetition of the claim of "inability" heretofore, disentitles their present claim to such inability to any consideration, even were it pertinent.

In approaching this problem, in my view, the only things the Board has to consider are:—

(i) the problems themselves, and

(ii) their fairness or reasonableness.

In any case I am not convinced by any means of the inability of the Companies to reasonably meet the requests of the men, and regretfully feel that I must say that I am by no means convinced that the Companies have made their presentation as frankly as the Board should be entitled to expect. I cannot escape the feeling that the Companies have marshalled figures designed to support their contention rather than to acquaint the Board with the true state of affairs.

Another contention urged by the Companies is that because of its regulated right to fix rates and its national obligation to render services whether they are profitable or not, they are unable to carry any further costs.

They also point to the intensive competition of road transport.

In my view these things have no bearing on the matters before the Board.

The question of the predicament of the Company vis-a-vis, road transport competition, is a problem of management; and the fact that the companies, if they do, as they say they do, find themselves in an inferior position in respect to this competition, is some evidence of lack of foresight and vision on the part of railway management and administration. It is the type of competition they should have foreseen, and provided against, and the consequences, if they exist, of their failure so to foresee and so to provide should rest on management and not on employees.

In passing. Long before bus and truck transport became a factor of consequence, this Board member brought to the attention of railway administration the prospect in the immediate future of such competition, with the suggestion that the railways themselves extend their operations to include bus and truck lines. The suggestion was met with the laughing response "Oh they can't buck the CPR". The high official of the CPR by whom that answer was given is now a very much higher official of the company.

Again, if the national welfare makes it necessary to impose upon railways the duty to provide non-profitable services, then it is the nation as a whole which should provide for them if the railways are unable to, and not the men who work for the railway companies.

With agreements such as the Crow's Nest Pass agreement, which fix arbitrarily certain tariffs (and if in the national interest it is necessary to maintain these agreements and these arbitrary tariffs) the cost thereof, if unsupportable by the Companies, should be on the people of Canada as a whole and not on the employees of the companies.

I wish to repeat an observation I made in my 1950 Minority Report, that perhaps in fairness to the companies these arbitrary rate fixing agreements should be reviewed in the light of three facts:

(i) The value of commodities covered by these agreements has multiplied since those agreements were made.

(ii) The cost of furnishing the services indicated has multiplied, and

(iii) The value of the dollar has been reduced in direct ratio to the increase in the cost and value of the others.

In other words, a rate was fixed which in comparative income and purchasing power to the companies when that rate was fixed was in actual fact several times larger than the same rate in value today; and there seems to be no reason why everybody but the railway companies should profit from increased prices, and be compensated for the depreciation in the value of the dollar.

It was apparently considered that the railways in the United States were in no way to be taken as a standard for purposes of the operation of railways in Canada.

I am not committed to such a view.

The operations in the main, except for those unprofitable stretches of lines operated in the national interest above referred to, are similar on either side of the line.

The two main Companies concerned in this dispute operate large mileages in the United States, Canadian National Railways around 2,000 miles, and the Canadian Pacific Railway Company around 7,000 miles.

It is worth noting that the rate of pay to the corresponding classes of employees concerned in this matter is ·37½¢ higher in the United States than it is in Canada and that concurrent negotiations are underway between those employees and the American lines, and that in those negotiations the American companies, including the Canadian Pacific Railway Company and the Canadian National Railways offered the men ·05¢ an hour increase and at the same time applied to the necessary authority in the United States for permission to reduce their freight rates 15 per cent.

It is interesting to note that while it is contended that American operations are

not comparable to Canadian, the only point from which sample operations at an interchange point were submitted by the Companies was an American point.

In the presentations to the Board it was made to appear that on previous occasions the companies had contended that the monthly rated employees were paid for statutory holidays granted, and apparently they are in receipt of seven such holidays.

Both parties shied away from the question as to whether or not it was admitted that the monthly rated employees were paid for statutory holidays.

The companies were on several occasions, particularly by me, asked to declare unequivocally that the monthly rated employees were or were not considered by them to be paid for statutory holidays not worked.

A plain answer to this question was never given by the employers who on one occasion had the lack of grace to inform the Board that in their opinion that matter was not relevant, ignoring entirely the fact that the question of relevancy was for the Board and the Board only.

It developed in the hearings that a considerable body of the employees concerned were in receipt of sick leave. It was not made clear just what the limitations of the application of those sick leave schemes were, although the general impression left with the Board was that the monthly rated employees on the Canadian Pacific Railway Western Lines and the monthly rated employees on all Canadian National Railway lines were in receipt of sick leave, which except for some restrictions in the early stages was without limit, but apparently had no cumulative feature.

The employees said that both these schemes were *"ex gratia"* although covered by correspondence, and that their application varied from point to point in that sick leave was granted more or less in the discretion of some local or district officer.

An estimate of seven used days a year per employee was submitted by the employees. While one has no figures upon which to discuss this estimate, to me this estimate appears to be quite high. However, the fact remains that the companies have themselves been granting sick leave to a limited class of employees, which plans were established in certain exchanges of correspondence, and they could have submitted to the Board figures showing the result of such sick leave.

It appears that in the Canadian Pacific Railway system certain negotiations had been entered into on the Pension Committee level dealing with the matter of sick benefits and other related subjects, which negotiations had been suspended following the notice given by the employees which led to these proceedings. These negotiations were apparently intended to apply to all employees, including those not concerned in these proceedings.

I now deal with the proposals in the order listed.

Statutory Holidays

In my view the monthly rated employees are being paid for statutory holidays not worked.

From information received from the Dominion Bureau of Statistics it is clear that in computing for comparison purposes the rate of wages of the monthly rated employees, public holidays not worked are regarded as hours worked and paid for in arriving at the rate.

The employees request eight statutory holidays, and in addition such others as may be proclaimed or designated by the Dominion Government.

The eighth holiday, Remembrance Day, naturally appeals very strongly to me a veteran. Unfortunately, however, it is not the universal practice all across Canada to observe Remembrance Day as a full holiday. There are some sections of Canada, notably in the more populous Provinces of Ontario and Quebec where the observance of Remembrance Day is by no means general and for this reason I feel it unwise at the moment to regard Remembrance Day as a National statutory holiday for the purposes of these proceedings.

It appeared in the proceedings that all the employees concerned were where possible given the remaining seven statutory holidays.

In my view the monthly rated employees are being paid for it, but obviously the hourly rated employees get no pay so that statutory holidays were merely lay-offs, not holidays for them.

It appeared that when a monthly rated employee was required to work on a statutory holiday he received only ordinary contract rates of pay for time worked whereas an hourly rated employee required to work on a statutory holiday, which didn't occur in the regular tour of duty, received time and a half.

Recommendation:

That hourly rated employees receive with pay the seven indicated statutory holidays subject to the variations necessary due to scheduled tours of duty, and if required to work on such holiday both hourly and monthly rated employees be paid time and a half.

There are a number of items arising out of the question of holidays which generally I think can be left to the parties to work out.

The main such item is minimum of hours if a man is called out on a holiday. At present the minimum varies. The highest of such minimum periods at present I believe being four hours.

One of the difficulties in establishing such a minimum is the fact that at different points the consequences of call out vary. At a small point a man might be called out for a half hour or an hour job, which could possibly occasion him no particular inconvenience and *not* seriously impair his enjoyment of the holiday, whereas at larger centres where the distance to employment is substantial and the facilities for getting to and from work impaired by the fact that it is a holiday, to work one hour at his job could readily involve a man being 4 to 6 hours away from his home going to and coming from and being at the job.

If calling the man out on his holiday completely ruins the enjoyment of that holiday by making it impossible for him to do what he plans to do on such a holiday then it seems no more than reasonable that he should be compensated fully for the loss of the holiday, namely a minimum of 8 hours at overtime rates.

To establish such a standard minimum under all circumstances would seem to be not reasonable, and no information is before the Board which would enable it to work out a detailed schedule or other workable scheme.

I would suggest a normal minimum of four hours, the parties concerned to work out variations of that minimum either up or down according to local circumstances and the actual effect of the particular call out on the man's holiday.

Where a man is working on a regular tour of duty under the five-day 40-hour week and the services he is rendering are necessary he should receive an additional day's lay-off either by addition to his annual leave or at some other convenient time arranged between him and the Company.

Annual Holidays

The second request is annual vacation with pay. It appears that no one in the classes concerned gets more than two weeks with pay.

This the monthly rated employees get after one year's service.

The hourly rated employees get this on a graduated scale after a considerably longer period of service. This difference is difficult to understand when many of the hourly rated employees are working alongside and doing exactly the same work as the monthly rated employees.

The men request three weeks' vacation after ten years, and four weeks' vacation after 25 years for all employees.

Where I use the term week I mean five consecutive working days:—

Recommendation:

Monthly rated employees two weeks after one year's service.

Hourly rated employees one week after one year and two weeks after two years' service.

Both classes three weeks after 15 years' service.

I am not prepared at the present time to recommend four weeks after 25 years' service. That is a matter that can be reconsidered on some future occasion in the light of the then experience.

The present basis for computing a year's service is a stated number of working days, but in the case of the hourly rated men unless employment begins prior to a certain date in the year that year doesn't count. To me that seems unreasonable and cumbersome.

Years of service to count from the date of commencement of employment.

There are some details to settle as to what should constitute days worked. These I think can safely be left to the parties to iron out.

There are many subsidiary items set out by the employees under this heading, and while the Board could make some observations thereon, it would seem that the important points are the amount of annual leave and the quantity of service required to earn it, and I feel that the other matters can surely be readily worked out without this Board having to lay down a formula.

Annual Sick Leave

All Board members felt that some provision should be made against the incidence of illness, not only for the benefit of the men but for the welfare of the community and of the companies, because nothing is calculated to impair one's efficiency and usefulness like the threat of catastrophe for which no provision can be made.

Because of the negotiations referred to on the Pension Committee level covering all employees and the fact that part only of the employee body is concerned in this matter, I believe better results can be obtained and the threat of catastrophe more effectively removed by some comprehensive jointly contributory scheme, the benefits of

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which would be greater than the mere payment of sick leave pay after a certain number of days.

For an ordinary temporary sickness, continuance of pay can meet the emergency; but in cases of serious illness, or serious disability not covered by Workmen's Compensation there could be involved serious hospital, surgical, medical and nursing expenses which would impose a burden on the employee quite apart from the matter of pay.

In the negotiations before referred to between the Pensions Committee and the CPR which had reached only the preliminary stages, a greater coverage than mere continuance of wages was considered, and I believe this request could better be met by the continuance of these negotiations, which as far as they had gone, according to information before the Board, involved a life insurance feature diminishing from year to year which would guarantee the maintenance of the maximum pension in the event of death before maximum pension had been reached, and should include surgical, medical, nursing and hospital services where they are not otherwise provided for, and the other incidental expenses of a sickness, and perhaps under the group insurance principle could be extended to the dependants of the employees.

For the above reasons I do not recommend at present the annual sick leave with pay feature.

If the parties fail to agree on some satisfactory jointly contributory scheme this question could be dealt with by a future board.

Penalty Pay for Sunday as Such

This means that any employee who works on Sunday even although it is included in his tour of duty should receive penalty pay and pay for a minimum of 8 hours. The request is for one whose regular tour of duty involves Sunday a minimum of 8 hours at time and a half; for one who is called out on Sunday, which is his rest day, double pay for a minimum of 8 hours.

I have dealt earlier with the question of minimum periods, and will not need to deal with it under this heading. The same principle is applicable under all headings.

Recommendation:

I feel it is impossible in dealing with a large and cosmopolitan group of employees such as is involved in this matter, to consider especially the religious significance of Sunday.

To those of us to whom Sunday is important its religious significance is unquestioned, but there are many people such as the Hebrews, the Mohammedans and the Seventh Day Adventists, apart altogether from those who belong to various non-Christian religions, as well as the small group of people who perhaps have no religion at all, to whom Sunday has no special significance, and it must be frankly admitted that there are many professing Christians to whom Sunday has no special religious significance judging by their conduct on that day, and I feel that one's religious convictions or preferences are a personal matter and should not be seriously involved in his terms of employment in a national service such as railways.

In some parts of Canada and in the minds of some people in all parts of Canada there are many Saints' days and days of special significance which to these people no doubt transcend in importance even Sunday, and to those days no consideration can be given in a national operation such as a railway company.

An employee who is working on a five-day 40-hour week and is receiving his two consecutive days off each week, whose regular tour of duty involves a Sunday, should not in my view be entitled to penalty pay because of that fact.

Presumably those tours of duty will rotate or be dealt with according to seniority as the employees may determine, but where a Sunday occurs in a man's regular five day tour of duty I cannot bring myself to recommend penalty pay for it.

Also where a man is employed on the trains and his regular run involved him working on Sunday I cannot recommend penalty pay for that fact.

In those cases the purposes of Sunday lay-off are substantially met by the lay-offs already in existence.

With respect to an employee who is called out on a Sunday which is not on his regular tour of duty, he should be in the same position as the employee called out on any other rest day and should receive time and a half for the allowed time.

Recapitulating, My Recommendations Are:

Statutory Holidays

The following seven statutory holidays to the hourly rated employees with pay:—

New Year's Day
Good Friday
Victoria Day
Dominion Day
Labour Day
Thanksgiving Day
Christmas Day,

and such other days as may be designated or proclaimed to be holidays by the federal Government.

Time and a half in addition for all employees for *any* time worked on those holidays with a minimum of four hours for a call out; that minimum to be varied up or down according to local or special conditions, by negotiations between the parties.

A man whose regular tour of duty falls on a statutory holiday to be granted an alternative day to be arranged with the Company.

A man whose annual holiday includes a statutory holiday to receive an extra day in the annual holiday.

Annual Vacations With Pay

Monthly rated employees to continue as now, two weeks with pay after one year.

Hourly rated employees to receive one week with pay after one year and two weeks with pay after two years.

All to receive three weeks with pay after 15 years' service.

The number of working days or days considered worked to constitute a year's service to be determined by agreement between the parties.

Years of service to be computed from the date of commencement of service, not as at present.

Sick Leave With Pay

The question of annual sick leave to be referred to the Pensions negotiating committee and the Companies, to work out together some comprehensive jointly contributory scheme covering all employees.

Penalty Pay For Sunday

This I do not recommend.

It is understood, however, that nothing recommended herein is to deprive any employee of any benefits under existing agreements; and the observations made about call-outs and minimum hours to be paid for, apply throughout where applicable to the recapitulated recommendations.

Dated at Moose Jaw, Saskatchewan, this 24th day of April, A.D. 1954.

Respectfully submitted.

(Sgd.) Alfred J. Wickens,
Member.

REPORT OF BOARD MEMBER REPRESENTING EMPLOYERS

Ottawa, April 15, 1954.

The Hon. Milton F. Gregg, VC
Minister of Labour
Ottawa, Ontario

Dear Sir:

The Board of Conciliation and Investigation established in the above matter and composed of the Hon. Mr. Justice R. L. Kellock, Mr. A. J. Wickens, QC, of Moose Jaw and Mr. M. M. Porter, QC, of Calgary, held hearings as set out in the report of the Chairman delivered herewith. Representations were made for the Employers and the Unions by the Parties set forth in the Chairman's report. The work of the Board was facilitated by very excellent presentations made by both sides. The members of the Board have exhausted their efforts to bring about some agreement between the contending Parties without avail. The members of the Board itself have been unable to reach a common ground and it is therefore necessary for each of the members to report his own findings and recommendations.

Parties to the Dispute

The railways involved are the Canadian National and subsidiaries, Canadian Pacific and subsidiaries, Ontario Northland and Toronto, Hamilton & Buffalo. Together these companies operate 92 per cent of the total railway mileage in Canada.

There are 128,481 non-operating employees serving the Canadian National and Canadian Pacific Railways represented by the thirteen unions appearing before this Board. (See list in Chairman's report.) The decision here will affect additional non-operating employees numbering 25,000 who are not represented here.

The occupational grouping of those represented is as follows:—

Canadian National Railways
and
Canadian Pacific Railway

Classification	Number of Employees
Shop Crafts	40,980
Clerks, Freight Handlers and Labourers	36,535
Maintenance of Way	30,668
Express and Cartage	10,944
Commercial Telegraphers	6,105
Sleeping & Dining Car Road Service Employees (CNR)	1,705
Sleeping Car Porters (CPR)	791
Signal Employees	753
Total	128,481

The employees in the unions represented here are engaged in a great number of occupations. They serve from one side of Canada to the other, many of them in small cities, towns and villages. A mid-month count of Canadian National and Canadian Pacific skilled tradesmen discloses the following numbers and occupations:—

Carpenters and Bridgemen (Maintenance of Way)	2,756
Blacksmiths	760
Boilermakers	1,447
Carpenters (skilled)	3,291
Carpenters (semi-skilled)	9,409
Painters (skilled)	1,134
Painters (semi-skilled)	263
Electricians	1,475
Machinists	5,736
Moulders	138
Pipefitters and Sheet Metal Workers	2,149
Total	28,558

The Demands

1. Payments should be made at the regular rate for eight statutory holidays not worked. The railways estimate, and the unions do not dispute that this time will cost $10,719,000 for those here involved and $13,060,000 for all non-operating employees.

2. The Unions demand double time in addition to regular pay for all work done on these statutory holidays, which would amount to triple pay. This is estimated to cost $1,797,000 for those represented and $2,189,000 for all non-operating employees.

3. Increased vacations with pay. The Railways estimate that the increase sought would cost $7,074,000 for the employees here represented and $8,790,000 for all of those involved.

4. Time and one-half for Sunday work as such. It is estimated that this would cost $6,047,000 for those here represented and $7,027,000 for all involved. In subsidiary and joint companies there will be an added $492,000 for those here represented and $539,000 for all those involved.

It will be seen that these items will cost, according to the railways' estimate, $26,129,000 for those represented here and $31,163,500 for all those involved and these amounts for Canadian National and Canadian Pacific and its subsidiaries only.

5. Eighteen days' sick leave with pay. This will cost $1,408,000 for each of the eighteen days for those represented and $1,670,000 for all those involved. The request that the unused portion of the sick leave accumulate from year to year will place an annual liability on the railways of $25,374,000 for those represented and $30,743,000 for all those involved.

The unions dispute these sick leave figures, contending that the sick leave days annually used would not exceed seven per employee, bringing the cost to $10,248,000. This argument excludes entirely the cumulative feature.

Assuming seven days only of the eighteen days' sick leave will be used instead of the eighteen requested, the unions agree that the mathematical calculation of the total cost of the demands for those here represented will be $36,723,000, or 13·8 cents per hour. If the monthly-rated employees are assumed to be paid now for holidays observed, the unions put the mathematical calculation of cost at 12·8 cents per hour.

The unions contend that these mathematical calculations result in estimates that are high. They urge that these will be reduced in practice by altered operating methods and greater man hour efficiency. They cite the estimated cost of the forty-hour week as against the cost experienced by its installation as evidence of this prospect. The facts show, however, that the railways' estimate of the cost of the forty-hour week at 11·7 per cent of payroll was low, the realized figure being 12 per cent. This 12 per cent is purely a mathematical cost and disregards entirely the loss of traffic due to reduction in the standard of service to the public made necessary by the adoption of the forty-hour week. Moreover, it does not include the cost of the large capital expenditures made to effect operating savings necessary to meet the cost of installing the forty-hour week.

With the introduction of the forty-hour week in 1951, the total working hours of the employees before us was materially reduced and their leisure time increased. The employee enjoying the present seven statutory holidays and two weeks' vacation works slightly more than sixteen hours in every seventy-two, and an employee who has not yet earned the right to two weeks' vacation only slightly more. Nearly all of these employees are engaged in work, the pace of which is not governed by the necessity for keeping up with the timing of mechanical devices as in the mass production industries prevalent in the manufacture of durable goods. Many of these employees have to be kept "on the job" to give service whether there is a little or a lot of business much as firemen have to stand by in the fire hall. The prospects of an increase in man hour efficiency flowing from the granting of any of these requests is certainly remote and must be regarded as unlikely. Certainly it can only apply to a very small number of those involved.

The magnitude of the cost of complying with the requests becomes apparent when compared with the total net operating income of all railways in 1952 of $60,000,000, whether we accept the railways' figure of the cost which includes accumulated sick leave, or the unions' lower figure of $36,000,000, which estimates the sick leave at a maximum of seven days. Having

regard to the necessity for maintaining service on the railways at a level designed to meet the growing competition, there can be no doubt that the request, if granted, will add annually to the railways' cost, a sum substantially in excess of $30,000,000.

While the unions have publicly stated that they are not requesting an increase in *rates of pay*, their demands, in fact, if granted result in—

(a) An increase in pay to each of their members.

(b) A reduction in the working hours of each of their members.

Ability of the Roads to Pay

The economy of Canada has been on the upgrade as is evidenced by the steady rise in gross national product. However, this has not been reflected in the traffic volume of the railways. The increase in physical volume since 1950 has been to a very large extent confined to grain and grain products. In 1953, freight ton miles other than grain and grain products was no greater than in 1950. The increase in manufacturing output of high class freight since 1950 has gone entirely to competitive agencies of transport, leaving the railways with only the bulk low-rated traffic. Moreover, total volume of all freight, including grain and grain products, in 1953 was lower by 4 per cent than in 1952.

As early as March 1953, the Board of Transport Commissioners expressed some concern about the ability of the Canadian economy to continue to bear successive increases in rail charges. The members indicated an intention then to examine the danger of the prospect that the railways were pricing themselves out of the transport market and in their judgment issued on the 15th of February 1954, they say:—

> Government statistics show that Canadian "gross national product" increased in 1952 and also such statistics currently indicate a further increase for the year 1953. On the other hand, the overall volume of freight tonnage in 1952 was practically the same as in 1951. More significant, however, than the halt in the trend of total tonnage carried in 1952 was the shift in the type of traffic handled; there being registered a decline in the carriage of high class goods with increases being shown in the low grade and less remunerative traffic. The rail data for 1953 as available to date indicates for the first time in several years a decline in overall volume and a further decline from 1952 in the carriage of high class goods.
>
> As a result of these recent rail traffic trends, we are now more strongly than ever of the opinion that the long succession of general freight rate increases, mainly due to added costs of labour which is the largest single factor and to increased costs of materials, has brought about a loss of traffic by the railways to competing modes of transport not only of traffic which the railways formerly regarded as vulnerable because it was highly competitive, but a loss as well of traffic which was formerly non-competitive but which has now become subject to competition by reason of the aforementioned long succession of rate increases. Thus the law of diminishing returns is now, in the inexorable economic sense, beginning to assert itself. We are convinced therefore that, unless the several underlying conditions adversely affecting the railway industry in general changes markedly for the better, means other than general rate increases imposed on the basis of the past will have to be found in the future if the railways of Canada are to be maintained in a healthy operating position.
>
> One of the most obvious and immediate means of meeting a downward trend in traffic is to effect savings in operating costs. As we have seen, both of our major railways through a modernization program, and particularly by dieselization, are seeking to effect savings in operating costs. Because of declining rail traffic volume, the railways are also making on a unit basis expenditure reductions in certain segments of the current maintenance program, but to the extent that such unit basis curtailment only amounts to deferment it may not be looked upon otherwise than with misgiving.
>
> Means such as above described whereby operating costs are reduced have, it is true, their short term drawbacks from the economic point of view of labour because, to a certain extent, it inevitably affects employment. Nevertheless, during a period of nationwide rail traffic decline, anything which superimposes uneconomic operating costs upon the railways can hardly be expected to do otherwise than lead to a more serious and enduring dislocation in industry and, consequently, to a more serious and enduring curtailment of rail employment.

With the falling off in the total volume of freight available in the last few months, the competitive scramble for traffic is becoming more intense. Carloadings have been declining since early fall of 1953 and this unsatisfactory trend has persisted into 1954. The latest information for March indicates that they are still substantially lower than last year. Bearing in mind that last year—1953—was lower than 1952, the trend gives clear warning of the grave prospects facing the railways in regard to gross revenues.

Railway payroll costs were 51·7 per cent of each dollar earned by the railways in 1952. Notwithstanding a 9 per cent increase in freight rates effective for the whole of 1953 and a 7 per cent increase effective from 1st March railway payroll costs represented 58·3 per cent of each dollar of Canadian National income and 50·8 per cent of each dollar of Canadian Pacific income in 1953. Labour costs at this level have built a rigidity into railway costs that must produce a disastrous effect on net earnings from a shrinkage in

gross. Indeed, they are only capable of being met by very high levels of traffic. In the Annual Report of the Canadian National Railways for 1953, Paragraph 2 states:—

> The impact of higher wage rates and a decline in traffic more than offset the increase in operating revenues attributable to higher freight rates during 1953.

The decline in the volume of freight traffic in 1953 as compared to 1952 was 4·6 per cent. On the Canadian Pacific Railway in 1953 despite the curtailment of maintenance expenditures, working expenses increased by an amount sufficient to overtake the increase in gross revenues flowing from the increase in freight rates of 9 per cent applicable for the whole of that year and 7 per cent from the 1st March on.

The decline in volume of traffic which first became apparent in the month of October 1953, and persisted until the end of that year was regarded in some forecasts made by Railway Management as temporary and hope was expressed by Railway Management in the form of an estimate that an improvement would occur and make 1954 volume of traffic only slightly less than that of 1953. These hopes that the decline was no more than a temporary fluctuation must now give way to facts. The decline which began in October 1953 has continued to the present time. To date in 1954 freight volume has been almost 10 per cent lower than in 1953. This is confirmed by a parallel decrease in volume in the United States of just over 11 per cent, which is in turn reflected by cars received from connections of Canadian lines. The length of time over which this lower level of activity has spread indicates that traffic volume is not fluctuating but may be stabilizing at this lower level some 10 per cent below 1953 and over 14 per cent below 1952.

World trade in wheat for 1953-54 is down from the all time highs of 1951-52 and 1952-53. Bountiful harvests in importing countries have reduced wheat imports. In the crop year 1952-53 Canada sold abroad 525 million bushels of grain. From August 1, 1953 to February 1954 corresponding sales were 250 million bushels. Wheat exports sharply down are nevertheless nearly 30 per cent larger than the average for the five crop years 1946-47 to 1950-51. They actually represent an increase in Canada's share of the available world market for wheat. The decline does not, therefore, represent any failure on Canada's part to get its share of the market: it reflects the overall decline in world trade in wheat from the all time highs of 1951-52 and 1952-53 to more normal levels.

Stocks of grain at seaboard and Georgian Bay ports on which rail freight has been now largely earned are 63 million bushels as against 39 million bushels a year ago. Stocks at the Lakehead freight paid are 9 million bushels larger than a year ago, Congestion of storage space Lakehead and East restricts car loadings in the West to the rate of export for the balance of the year. Considering that grain is the major item in freight volume in Canada the shrinkage in world trade in grain precludes the 1954 volume of freight from approaching the levels of 1953. The volume in grain in forward position precludes any movement comparable to 1953 from the farm to Lakehead or seaboard storage. True the grain is still on the farm and will produce freight some time. It will not, however, yield revenues that can meet the demands here made unless it moves at once and then in high volume.

The possibility, therefore, of the 1954 volume of rail freight recovering to the level of 1953 is precluded and we are left to conjecture only as to the levels below 1953 to which 1954 freight volume will fall.

The significance of volume as the only means of carrying the cost of increased wages—indeed of present wage costs—is illustrated by the following comparisons.

Out of 93·6 billion gross ton miles of freight in 1940, Canadian railways made a net of $74,000,000, payrolls having taken 45 per cent of operating revenues. In 1952, out of 196·3 billion gross ton miles, Canadian railways made net earnings of 60·4 millions of dollars, payrolls having taken 51·7 per cent of the much larger operating revenues produced by the larger volume moving at higher freight rates. This result is in the face of the savings in operating costs effected by large capital expenditures between 1940 and 1952. Had gross tonnage been lower in 1952, the shrink in net for that year would have been even more pronounced. Moreover many of the savings produced by capital expenditures such as dieselization will decline as volume declines because the savings are dependent on continuous use of the equipment.

The unions argue that the railways are a regulated industry: that rates are kept down in the national interest by rulings of the Board of Transport. The unions contend that this results in a low level of earnings for the railways. They urge that it is therefore improper that their rights to increased pay and added privileges

should be denied because the railways do not earn enough to pay them. The unions contend that they are to that extent carrying unfairly the burden of national policy. The railways too stubbornly assert that increase in the permitted ceiling of railway rates will yield an increase in earnings.

The loss in traffic resulting from the present level of rates, the increase in the number of agreements extending shippers "agreed rates" and the lowering of classifications of some types of freight all testify to the futility of increased ceilings as a source of increased revenue. An increase of 9 per cent effective for the whole of 1953 and an increase of 7 per cent effective from the 1st of March, yielded for the Canadian National Railways an increase in operating revenues of only 3·2 per cent and for the Canadian Pacific Railway about 3 per cent. Increases of that magnitude yielding such small net operating gains no doubt led the Board of Transport Commissioners to say in their judgment of the 15th February 1954:—

> ...Thus the law of diminishing returns is now, in the inexorable economic sense, beginning to assert itself. We are convinced therefore that, unless the several underlying conditions adversely affecting the railway industry in general change markedly for the better, means other than general rate increases imposed on the basis of the past will have to be found in the future if the railways of Canada are to be maintained in a healthy operating position.

During the period 1945 to 1952, registration of passenger motor vehicles in Canada increased from 1,234,000 to 2,296,435 or almost twice, and over the same period the registration of commercial motor vehicles increased from 322,829 to 817,304, or two and one-half times. Passenger traffic on scheduled airlines increased over 300 per cent between 1946 and 1952 and will continue to increase under the impetus of tourist fares. In the same period, railway passenger traffic decreased by 32 per cent. There has been an even greater growth in the passenger traffic served by inter-urban buses. Any attempt to increase railway charges for passenger transportation would reduce passenger volume and with it gross revenue.

The Board of Transport Commissioners is charged with the duty of fixing the ceiling on the rates which the railways may charge for various kinds of traffic. Notwithstanding any limiting factor that this rate-fixing principle may have placed in the railways' ability to earn gross revenue in days gone by, it seems clear now that the competitive elements recited compel the railways in a large number of cases to carry traffic at charges less than the ceiling permitted by the Board. The restrictions which rate making by the Board of Transport Commissioners may have at one time imposed have now largely given way to the lower ceiling which competition compels.

The Ability of the Economy to Absorb the Requested Increases

The geography of Canada separating by great distances its various productive industries from their respective markets at home makes freight a large cost in our economy. The Canadian economy is peculiarly sensitive to the level of rail freight charges. Freight rates are a cost to producer and consumer alike. They enter into the price of all goods that are bought and sold in Canada and significantly affect our ability to sell abroad. They increase the price of goods to the consumer more than the amount of the increase in the rates themselves by reason of the mark-up which those who deal in goods must take upon the freight they pay upon them. They reduce the realized price to the producer on all goods sold abroad at prices fixed in the world markets.

Outside its bulk products which move mainly in export, Canada has a high cost economy in which the rigidity of our freight costs forced to their present level by rising costs and wages, is a major element. High costs are frozen in our price structure and are preventing an orderly adjustment so necessary to meet our present economic problems. We cannot otherwise explain the failure of retail prices to reflect the general drop since 1951 in the price of raw products. The resulting rigidity is preventing price reduction in both goods and services at the consumer level and suspending almost completely the influence that price reductions should now be exerting in increasing demand in Canada.

Canada's ability to sell its products abroad is essential to the maintenance of our way of life. The bulk of the wage increases and the cost of so-called "fringe" benefits came in Canada from 1947 to 1952. These increased costs were mainly imposed when our economy was expanding and were absorbed in the price at which its products were sold at home and abroad to willing, indeed, eager buyers. Throughout our economy now, surpluses of the many things we produce are apparent and particularly so in the products which we sell abroad. Moreover, products from abroad are daily displacing our own because of lower costs in the country of their source.

Scattered as railway employees are across Canada, every increase in railway wages

or employees' privileges, has a direct impact on all other employed persons across the nation, by setting a pattern for the demands of all employed persons who want them too, for no better reason than that railway men have them.

Falling sales at home and abroad and increasing inventories at home preclude the addition of more cost if demand is to be restored to the level that will absorb these surpluses in an orderly manner without permanent harm to the economy. Many of the people of Canada who pay the freight bill are facing, if they have not already realized, a shrink in their annual earnings. Tax reductions in the form now put forward by the Government in the United States as an incentive to the expansion of peace time activities were installed in Canada a year ago by the Canadian Parliament and our economy has had the benefit of them since 1st July, 1953. Tax reductions in the current Federal Budget are nearly all designed to enable a reduction in prices to encourage increased demand. War expenditure has passed its peak and we hope will continue to recede from its present levels. Income earned from war production must be replaced by income from peace time expansion. Parliament is struggling valiantly to evolve programs that will steady our economy while it makes the change from war to peace time activity. No such program will achieve an orderly adjustment that does not maintain, and we hope expand, our sales abroad. Price is a major factor in their maintenance. Cost at home will determine our ability to meet competition abroad.

The cost to the nation of increases in freight rates may often exceed many times the benefit to the roads resulting from the increase. Cumulative freight rate increases applicable on wheat Georgian Bay ports to Canadian seaboard position created a freight differential in favour of Vancouver. To make Eastern export competitive with Vancouver a reduction of 7 cents a bushel was made in the price of all of the wheat in Canada that will ultimately move to market through Fort William and overseas totalling many millions of bushels. Only some of that freight moves by rail, but nevertheless the price drop spread to the whole of it.

It is clear that the increases sought cannot come from railway earnings. The unions contend nevertheless that the ability of the railroads to pay ought not to be an impediment to their right to have their demands granted. The cost of these demands must, therefore, come from the nation as a whole.

Surely, this is no time to impose on the taxpayers of Canada an added cost to give to a relatively small group the privileges that are not enjoyed in the main by the very people who, through taxes, would have to pay for them.

The million self-employed people in Canada do not have unemployment insurance, workmen's compensation, the right to buy pensions with tax-free money, vacations or statutory holidays with pay and large numbers of the employed people in Canada have no such privileges either, yet all of these would be asked to pay the tax bill to provide the privileges sought by the group involved if they are to come from a source other than railway earnings.

The men here represented were given the forty-hour week in 1951 and have since enjoyed its benefits. The forty-hour week was installed without any reduction in take-home pay. To those who were then working the forty-four hour week, this has meant twenty-six days of vacation with pay. To those who worked a forty-eight hour week it has meant more than forty days of vacation with pay. No case has been made for the benefits requested on the basis that they are necessary to relieve fatigue. While shorter hours may have increased man output in the durable goods industry there is no evidence that the forty-hour week has done so in the railroads.

The requests are founded on the assertion—

(1) The durable goods industry is extending to its employees some or all of the requested concessions.

(2) Railway employees have a right to be in the vanguard of wage increases and to enjoy progressive improvement in social conditions.

In this and in previous negotiations between the groups here represented and the railroads, both here and in the United States, rates of pay prevailing in the durable goods industry have been used by unions and railroads alike as a basis of comparison principally because the class of work and workmen in durable goods is the more comparable (although not wholly comparable) to non-operating railway workmen than to any large group. Nearly all of the benefits of the kind here sought have been granted in the durable goods industry since 1947 in circumstances where their cost has been added to the price of goods and passed on to a buyer willing and able to pay that cost. The durable goods industry is in the main concentrated in larger centres where the cost of living and facilities for relaxation are more costly than is

the case with the group here involved, a large percentage of whom live in smaller centres where they are more able to make use of the free time now available to them and living costs are lower. No increase in *rate* of pay was sought by the unions. Indeed the fall in the cost of living has increased their real wages without an increase in the rate.

Some of the durable goods industries are shut down, others are working part time because of the fall in the demands for their goods at prevailing prices. Whether the privileges here sought can be maintained as a cost to the durable goods industry is certainly a matter of doubt.

Many of the industries in the durable goods group can shut down for periods without loss of available market. Railways are compelled by law to operate and to provide minimum service without regard to cost or profit. Moreover, they cannot longer curtail service to reduce costs without permanent loss of a great volume of traffic to competing transportation enterprises. Many of their bus and truck competitors got their start and gained a foothold while rail services were curtailed in the depression.

The condition of the manufacturing industry, which includes durable goods, was the subject of a reference in the Budget Speech of the Hon. Minister of Finance, Page 3726, *Hansard:*—

> Until quite recently our industries have been protected more by external shortages than by our traditional tariff structure. This special form of protection is now disappearing, and some of our industries are finding that they have not watched their costs as carefully as they should, that their break-even points are uncomfortably high, and that their costs and prices are out of line. One result of all this is that I have had more requests for tariff increases or other forms of protection during the past few months than in any year since I became Minister of Finance. This government, as the House knows, has steadily favoured reducing obstacles to trade, and we must move in this direction if we expect others to do likewise. If we were to meet every breath of new competition by increased protection we would certainly become a high cost economy and progressively aggravate our problems.
>
> The re-emergence of keen competition in trade means readjustment and reappraisal. It means a sharpening of pencils and a careful re-examination of managerial and labour efficiency. This is not an easy process, but it is a very necessary one, and the longer it is postponed the more difficult it becomes.

The disparity between the rate of return earned on capital employed in manufacturing including durable goods and the rate of return on capital employed in railroads casts doubt on the soundness of the comparison between rail wages and wages in durable goods except where cost of living is the test to be applied. It reflects a marked difference in the comparative ability to pay.

While the use of the durable goods rates of pay as a yardstick to fix wage rates for non-operating employees was considered by roads and men alike to be the best available, the parallel between its use for fixing wage rates, largely then tied to the cost of living, is not appropriate for the extension of the benefits here sought. The agreement by the interested parties that it should form the basis surely cannot bind the public that pays the bill.

The request based on the assertion that the railway non-operating employees have a right to be in the vanguard of increases in pay and improvements in social conditions is a laudible ambition for the men to have, but men employed in the non-operating group in other countries have not been able to maintain that position. This is best evidenced by the fact that in the United States employees comparable to those here represented are no longer in the vanguard because the public which uses the roads will not pay the costs of maintaining that position, but turns to other means of transport.

For the foregoing reasons, it is submitted that the state of railway operations and the condition of the national economy do not now permit the granting of these requests, all of which increase costs to the roads and decrease the productive capacity of the employees. To grant any of the requests sought would be unsound in the present state of the national economy struggling to stabilize itself at a new level in which we may hope to make new gains, but more important, to retain the gains we have made. This seems to have been the view expressed by Mr. Abbott in the same Budget Speech in *Hansard,* Page 3736, where he says:—

> ... These markets and ours will be competitive, and will constitute a challenge to management and labour, to farmers and merchants. The outside world is under no obligation to maintain the Canadian standard of living. That is something we have to do for ourselves. Our costs and our prices will have to be kept in line by continuous improvement in efficiency. I need hardly add that high standards of living and low costs of production cannot be permanently divorced; indeed, the whole economic history of the last hundred years shows that they go together. I am confident that we in Canada can achieve and retain both.

But surely not if we add to our cost of production on the Micawber-like basis that "we hope something will turn up".

(Continued on page 869)

Number of Canadian Workers Covered by Collective Agreements in 1952

Further increase brings total to more than million and a half, almost 40 per cent of the country's non-agricultural wage and salary workers

A further increase in the number of workers covered by collective agreements during 1952 brought the total in Canada to more than a million and a half, representing almost 40 per cent of Canada's non-agricultural wage and salary workers.

The increase in 1952 over the previous year's figure amounted to 6·7 per cent. This seventh annual compilation* totals 1,510,242. Of all wage and salary workers in Canada the proportion working under the terms of collective agreements in 1952 was 38·8 per cent. Excluding agricultural wage earners, the proportion was 39·7 per cent.

The growth in the number of workers under agreement over the past seven years together with their proportion of the wage and salary workers in the labour force is shown in the following table:—

Year	Number of Workers under Agreement	Percentage of Total Wage and Salary Workers†
1946	995,736	30·1
1947	1,120,310	33·7
1948	1,214,542	35·5
1949	1,225,569	34·6
1950	1,282,005	35·2
1951	1,415,250	37·2
1952	1,510,242	38·8

†The number of wage and salary workers was obtained from the Dominion Bureau of Statistics' reference paper, *The Labour Force, November 1945—March 1952*, using the last quarterly figure in each year. For 1952, the *Labour Force Survey* for December 13 was used.

*The Department of Labour maintains a file of collective agreements obtained, together with information on the number of workers affected, from employers, employers' associations and from unions. In the great majority of cases the number of workers is that reported by employers in the annual survey of wage rates and hours of labour. In seasonal industries, such as logging, fishing and construction, the figures shown are for the most part indicative of the peak employment level in the year.

Information on the numbers of workers covered by agreements extended under the terms of the Collective Agreement Act of the province of Quebec is that issued by the provincial government. Under this Act, the provisions of agreements made between employers and a union or unions under certain conditions are extended by provincial order in council to apply to all employers and workers in the industry in the zone affected or in the whole province. More than a quarter of the workers covered by Orders in Council under this Act were also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used in the industry table.

The Economics and Research Branch of the Department of Labour maintains a file of collective agreements in force throughout Canada.

The article beginning on this page presents a compilation of the number of Canadian workers covered by collective agreements in 1952. The following article, dealing with long-term contracts, is based on collective agreements included in a sample of 1,000 agreements selected for analytical purposes. In the third part of this section a brief summary is given of the more significant Orders under the Quebec Collective Agreement Act during April.

Each one of the major industrial divisions was included in the 1952 increase. The increases result mainly from three factors: agreements made for the first time; establishments whose agreements had lapsed before 1951 and for which new agreements were signed in 1952; and higher employment in certain industries.

Although the proportion of workers covered by agreement in trade is relatively low, notable increases occurred when agreements were made in a number of establishments for the first time. In service, the same trend is noted in the signing of agreements for the first time covering employees of a number of hospitals and service employees of school boards.

Part of the increase in mining is accounted for by certain new agreements in Quebec

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1951, 1952 BY INDUSTRY

Industry group	1946	1951	1952		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
TOTALS	**995,736**	**1,415,250**	**1,352,477**	**215,926**	**1,510,242**
Agriculture			**34**		**34**
Forestry	**30,800**	**53,047**	**67,843**		**67,843**
Logging	30,800	53,047	67,843		67,843
Forestry Service					
Fishing and Trapping	**7,671**	**8,965**	**10,045**		**10,045**
Fishing	7,671	8,965	10,045		10,045
Hunting and Trapping					
Mining (including milling), Quarrying, Oil Wells	**48,975**	**61,876**	**65,181**	**40**	**65,221**
Metal Mining	*19,358*	*31,161*	*35,030*		*35,030*
Fuels	*24,116*	*22,246*	*21,216*		*21,216*
Coal mining	23,254	21,555	20,543		20,543
Oil and natural gas	862	691	673		673
Non-metal Mining	*4,383*	*6,502*	*7,105*	*40*	*7,145*
Asbestos mining	3,984	4,698	5,421		5,421
Other non-metal mining	399	1,804	1,684	40	1,724
Quarrying, Clay and Sandpits	*1,118*	*1,967*	*1,830*	(c)	*1,830*
Manufacturing	**492,536**	**659,877**	**658,739**	**87,861**	**704,999**
Foods and Beverages	*56,326*	*59,662*	*64,368*	*1,663*	*66,031*
Meat products	17,015	12,929	15,189		15,189
Dairy products	798	1,739	1,575		1,575
Canned and cured fish	4,762	6,741	8,244		8,244
Canned and preserved fruits and vegetables	6,790	6,268	7,835		7,835
Flour mills	2,231	3,020	3,170		3,170
Other grain mill products	1,659	1,849	1,814		1,814
Biscuits and crackers	821	2,616	2,712		2,712
Bread and other bakery products	8,977	7,242	6,049	1,663	7,712
Carbonated beverages	46	213	193		193
Distilled liquors	9,082	3,367	3,492		3,492
Malt liquors		6,695	6,768		6,768
Wines		129	118		118
Confectionery	412	2,495	2,528		2,528
Sugar	2,286	2,627	2,588		2,588
Miscellaneous foods	1,447	1,732	2,093		2,093
Tobacco and Tobacco Products	*6,174*	*5,878*	*5,545*		*5,545*
Rubber Products	*16,638*	*15,061*	*15,364*		*15,364*
Rubber footwear		4,619	4,663		4,663
Tires, tubes and other rubber products		10,442	10,701		10,701
Leather Products	*21,357*	*20,428*	*12,149*	*14,463*	*20,575*
Boots and shoes	14,175	14,988	7,346	12,008	14,447
Boot and shoe repair					
Leather gloves and mittens	2,307	1,320	1,039	998	1,256
Leather tanneries	3,691	2,755	2,924	368	3,195
Miscellaneous leather products	1,184	1,365	840	1,089	1,677

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1951 1952 BY INDUSTRY (Continued)

Industry group	1946	1951	1952		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Cont'd.)—					
Textile Products (except clothing)	*31,394*	*45,110*	*44,827*	*1,336*	*45,391*
Cotton thread, yarn and broad woven goods	17,400	22,609	22,926	.....	22,926
Miscellaneous cotton goods	110	641	715	.....	715
Woollen and worsted woven goods	6,709	5,271	4,994	.....	4,994
Woollen and worsted yarn		1,757	2,042	.....	2,042
Miscellaneous woollen goods		194	278	.....	278
Silk and artificial silk	3,344	5,781	5,938	.....	5,938
Other primary textiles	(186)	(3,152)	(2,998)	.....	(2,998)
Dyeing and finishing textiles	186	2,523	2,294	.....	2,294
Laces, tapes and bindings	.....	629	704	.....	704
Miscellaneous textile products	(3,645)	(5,705)	(4,936)	(1,336)	(5,500)
Canvas products	456	126	126	.....	126
Carpets, mats and rugs	535	632	713	.....	713
Cordage, rope and twine	982	1,222	1,154	.....	1,154
Other textile products	1,672	3,725	2,943	1,336	3,507
Clothing (textile and fur)	*50,140*	*64,227*	*50,613*	*39,777*	*67,392*
Men's, Women's and Children's Clothing	35,232	(44,932)	(33,883)	(34,303)	(48,024)
Custom tailoring and dressmaking		131	124	.....	124
Men's clothing		21,326	19,063	17,428	25,893
Women's clothing		23,475	14,696	16,875	22,007
Knit goods	5,514	(9,318)	(9,456)	.....	(9,456)
Hosiery		9,148	9,365	.....	9,365
Other Knit goods		170	91	.....	91
Miscellaneous Clothing	(9,394)	(9,977)	(7,274)	(5,474)	(9,912)
Corsets, girdles and foundation garments	200	1,016	1,054	.....	1,054
Fur goods	4,312	5,877	4,690	3,775	5,705
Hats and caps	4,882	2,843	1,328	1,699	2,951
Miscellaneous clothing	.....	241	202	.....	202
Wood Products	*32,256*	*51,256*	*46,836*	*5,182*	*50,659*
Saw and planing mills	21,770	(37,169)	(36,186)	.....	(36,186)
Plywood and veneer mills		2,052	2,495	.....	2,495
Sash and door and planing mills		4,647	4,796	.....	4,796
Sawmills		30,470	28,895	.....	28,895
Furniture	7,569	9,854	6,176	5,182	9,999
Miscellaneous wood products	(2,917)	(4,233)	(4,474)	.....	(4,474)
Boxes and baskets (wood)	830	2,041	2,208	.....	2,208
Morticians' goods	.....	.....	112	.....	112
Miscellaneous wood products	2,087	2,192	2,154	.....	2,154
Paper Products	*46,886*	*61,750*	*59,339*	*3,162*	*61,016*
Paper boxes and bags	4,274	7,556	6,295	3,162	7,972
Pulp and paper	39,276	50,103	48,891	.....	48,891
Roofing papers	1,253	1,734	1,669	.....	1,669
Miscellaneous paper products	2,083	2,357	2,484	.....	2,484
Printing, Publishing and Allied Industries	*18,104*	*23,512*	*20,841*	*6,991*	*22,850*
Iron and Steel Products	*73,618*	*106,742*	*112,761*	*3,262*	*115,330*
Agricultural implements	10,694	12,305	11,889	.....	11,889
Boilers and plate work	2,560	4,669	4,717	470	5,177
Fabricated and structural steel	3,026	4,556	5,867	.....	5,867
Hardware and tools	1,360	3,979	3,912	.....	3,912
Heating and cooking apparatus	3,975	5,839	6,195	.....	6,195

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1951, 1952 BY INDUSTRY (Continued)

Industry group	1946	1951	1952		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Cont'd.)—					
Iron and Steel Products (conc.)—					
Household, office and store machinery	3,222	4,196	6,221	.....	6,221
Iron castings	7,379	10,585	10,079	.....	10,079
Machine shop products	244	750	697	.....	697
Machine tools	1,679	2,122	3,259	.....	3,259
Machinery, n.e.c.	7,511	13,638	12,917	.....	12,917
Primary iron and steel	17,761	24,910	25,008	.....	25,008
Sheet metal products	9,357	8,933	11,165	2,266	12,803
Wire and wire products	1,737	4,207	4,503	.....	4,503
Miscellaneous iron and steel products	3,113	6,053	6,332	526	6,803
Transportation Equipment	*61,684*	*87,439*	*99,365*	*10,196*	*107,766*
Aircraft and parts	7,112	15,869	24,379	.....	24,379
Auto repair and garages	(d)9,574	(d)12,383	4,560	(d)10,196	(d)12,961
Bicycles and parts	.....	322	433	.....	433
Boat building and repairing	911	478	562	.....	562
Motor vehicles	17,700	24,973	27,895	.....	27,895
Motor vehicles parts and accessories	9,090	14,144	16,271	.....	16,271
Railroad and rolling stock equipment	5,280	6,752	8,785	.....	8,785
Shipbuilding and repairing	12,017	12,252	15,953	.....	15,953
Miscellaneous transportation equipment	.....	266	527	.....	527
Non-ferrous Metal Products	*21,537*	*29,637*	*33,989*	*150*	*34,139*
Aluminum products	3,590	4,475	6,685	.....	6,685
Brass and copper products	3,686	4,865	4,875	.....	4,875
Jewellery and silverware	1,201	1,887	1,178	.....	1,178
Non-ferrous metal smelting and refining	12,383	16,658	19,369	.....	19,369
Watch and jewellery repair	.....	.....	.....	150	150
White metal alloys	626	1,309	1,461	.....	1,461
Miscellaneous non-ferrous metal products	51	443	421	.....	421
Electrical Apparatus and Supplies	*26,238*	*39,968*	*41,951*	.....	*41,951*
Batteries	786	767	808	.....	808
Heavy electrical machinery and equipment	13,605	15,653	16,270	.....	16,270
Radios and radio parts	2,681	3,646	5,040	.....	5,040
Refrigerators, vacuum cleaners and appliances	760	3,240	4,452	.....	4,452
Miscellaneous electrical products	8,406	16,662	15,381	.....	15,381
Non-metallic Mineral Products	*11,339*	*16,374*	*17,247*	*709*	*17,354*
Abrasive products	1,517	2,208	1,695	.....	1,695
Asbestos products	708	1,251	997	.....	997
Cement, hydraulic	811	1,593	1,809	.....	1,809
Clay products	1,924	2,985	2,311	.....	2,311
Glass and glass products	3,353	3,670	5,737	143	5,880
Lime and gypsum products	1,373	904	1,302	.....	1,302
Stone products	615	1,355	756	(c) 566	720
Concrete products	.....	345	427	.....	427
Miscellaneous non-metallic mineral products	1,038	2,063	2,213	.....	2,213
Products of Petroleum and Coal	*4,963*	*7,463*	*9,124*	.....	*9,124*
Coke and gas products	213	612	1,530	.....	1,530
Petroleum refining and products	4,750	6,821	7,539	.....	7,539

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1946, 1951, 1952 BY INDUSTRY (Continued)

Industry group	1946	1951	1952		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
Manufacturing (Concl'd.)—	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Products of Petroleum and Coal (conc.)—					
Miscellaneous products of petroleum and coal	.....	30	55	.....	55
Chemical Products	*10,659*	*18,820*	*18,579*	*970*	*18,671*
Acids, alkalis and salts	4,245	5,337	4,817	.....	4,817
Explosives, ammunition and pyrotechnics	1,028	2,036	2,078	.....	2,078
Fertilizers	427	1,742	1,693	.....	1,693
Medicinal and pharmaceutical preparations	1,148	1,167	1,278	.....	1,278
Paints and varnishes	2,281	2,489	2,292	.....	2,292
Soaps, washing and cleaning compounds	823	1,462	1,476	970	1,568
Toilet preparations	.....	91	107	.....	107
Vegetable oil mills	.....	328	299	.....	299
Primary plastics	.....	1,267	1,441	.....	1,441
Miscellaneous chemical and allied products	707	2,901	3,098	.....	3,098
Miscellaneous Manufacturing Industries	*3,223*	*6,550*	*5,841*	.....	*5,841*
Brooms, brushes and mops	481	354	237	.....	237
Fabricated plastic products	298	409	379	.....	379
Musical instruments	137	437	422	.....	422
Pens, pencils and typewriter supplies	512	642	270	.....	270
Professional and scientific instruments and equipment	774	1,567	1,450	.....	1,450
Sporting goods and toys	.....	652	669	.....	669
Miscellaneous industries, n.e.c.	1,021	2,489	2,414	.....	2,414
Construction (f)	**97,215**	**(a)173,092**	**82,684**	**(f)97,130**	**176,016**
Transportation	**210,148**	**254,736**	**262,444**	**8,160**	**262,877**
Air Transport and Airports	2,590	4,742	5,883	.....	5,883
Bus and Coach Transportation—interurban	2,418	3,010	3,425	.....	3,425
Steam Railways (including express and telegraph service)	143,330	176,007	184,083	.....	184,083
Urban and Suburban Transportation Systems	20,149	21,743	21,490	.....	21,490
Taxicab	992	1,270	1,296	.....	1,296
Truck Transportation	2,563	12,132	11,221	3,579	11,640
Water Transportation	21,887	12,900	13,384	.....	13,384
Services Incidental to Water Transportation	16,154	22,667	21,097	4,581	21,111
Services Incidental to Transportation	.....	18	156	.....	156
Other Transportation	65	247	409	.....	409
Storage	**1,837**	**2,607**	**3,501**	.....	**3,501**
Grain Elevators	1,718	1,970	2,666	.....	2,666
Storage and Warehouse	119	637	835	.....	835
Communication	**20,564**	**39,734**	**39,875**	.....	**39,875**
Radio Broadcasting	70	556	550	.....	550
Telephone	20,348	38,727	38,963	.....	38,963
Other Communication Services	146	451	362	.....	362
Public Utility Operation	**15,814**	**(a)25,429**	**27,443**	.....	**27,443**
Electric Light and Power	13,837	(a)23,331	25,100	.....	25,100
Gas Manufacturing and Distribution	1,917	2,053	2,303	.....	2,303

NUMBER OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA 1946, 1951, 1952 BY INDUSTRY (Concluded)

Industry group	1946	1951	1952		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Public Utility Operation—(Conc.)					
Water and Sanitary Services	(e)	(e)	(e)		(e)
Other Public Utilities	60	45	40		40
Trade	**21,684**	**43,460**	**40,815**	**12,054**	**49,746**
Wholesale	4,637	15,821	16,941	2,092	18,660
Retail	(d)17,047	27,639	23,874	(d)9,962	31,086
Finance, Insurance and Real Estate	(g)**106**	(g)**990**	**1,095**	(g)	(g)**1,095**
Finance					
Insurance		420	492		492
Real Estate	106	570	603		603
Service	**48,386**	**91,437**	**92,778**	**10,681**	**101,547**
Community or Public	*6,115*	*20,187*	*22,975*	*6,528*	*27,591*
Education	196	4,680	7,511		7,511
Health	5,919	15,287	15,226	6,528	19,842
Religion					
Welfare institutions					
Community or public service, n.e.c.		220	238		238
Government Service	*26,067*	*48,556*	*48,796*		*48,796*
Dominion Government		16	16		16
Municipal or other local government	22,367	45,440	44,780		44,780
Provincial Government	3,700	3,100	4,000		4,000
Other government service, n.e.c.					
Recreation Service	*280*	*755*	*1,067*		*1,067*
Theatres and theatrical services	280	728	1,044		1,044
Other recreational services		27	23		23
Business Service	*60*	*977*	*1,877*		*1,877*
Personal Service	*15,864*	*20,962*	*18,063*	*4,153*	*22,216*
Barbering and hairdressing	4,866	3,767	723	3,689	4,412
Dyeing, cleaning, pressing	106	520	778		778
Photography		16	16		16
Hotels and lodging houses	9,739	14,094	13,106		13,106
Laundries	794	1,125	1,744		1,744
Restaurants, cafes, taverns	126	996	1,396	224	1,620
Undertaking	233	247	12	240	252
Other personal service		197	288		288

(a) Revised.

(b) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.

(c) The agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Water supply covered under "Service–Municipal".

(f) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

(g) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

and Ontario in metal mines whose previous agreements with another union had lapsed before 1951.

In manufacturing, notable increases in aircraft, motor vehicles and shipbuilding reflect the high level of employment in these industries in 1952.

Except in the few cases where all workers are required to be union members, agreements cover non-union members as well as union members in the bargaining unit. Consequently, the number of workers covered by agreements exceeds union membership, which at January 1, 1953, was 1,219,714.‡

In addition to agreements in which workers are represented by unions included in the Department's survey of labour organization in Canada, agreements signed by employees' associations and plant councils are included in this survey; such workers account for less than 10 per cent of the total under agreement. On the other hand, union membership figures include workers who are employed in establishments where no agreement presently exists.

There were 6,132 agreements in effect in 1952 on file in the Department. This number, however, does not correspond to the number of employers nor of establishments. Some contracts cover only part of the working force in a plant; for example, one employer might have several agreements, each with a separate craft union. More frequently, an agreement between a union and an association or group of employers covers a number of employers.

Most agreements are re-negotiated each year, others less frequently. Almost all are settled without any cessation of work due to disputes. Although 6,132 agreements were in force in 1952, only 98 strikes occurred over the re-negotiation of agreements. These strikes involved fewer than 90,000 workers.

An additional 56 strikes involving 21,400 workers occurred during the life of agreements. It is evident, then, that the great majority of disputes occurring while an agreement is in force are settled through the grievance procedure therein provided.

Long-Term Agreements and Wage Adjustment Provisions

Of 651 collective agreements negotiated during last year, 109 have more than one year's duration. Slightly more than half of these permit adjustment of wage rate levels during the life of the agreement

A recent examination of a sample of collective agreements indicates that a substantial number are being signed for periods longer than one year. Many of these make provision for adjustments to wage scales during the life of the agreement through automatic wage increases; others have "open-end" wage clauses which permit bargaining over wages during the life of the agreement.

Approximately one-quarter of the agreements in the sample of 1,000 contracts maintained in the Economics and Research Branch have durations of more than one year. The present analysis, however, concerns only those among the sample which were re-negotiated during 1953 and of which copies had been forwarded to the Branch by the end of March 1954. At that time the Branch had received 651 such agreements, covering approximately 437,000 workers. Of these, 109, covering 105,000 workers, have more than one year's duration.

For 82 of the 109 agreements, this represents a departure from the previous practice of one-year agreements. For only 27 of the bargaining units, comprising 21,500 employees, was the previous agreement of more than a year's duration.

‡For a report on labour organization in Canada, see LABOUR GAZETTE, June 1953, p. 646.

Duration of Agreements

The large majority of the 109 long-term contracts are two-year agreements or agreements of approximately two years' duration. The periods during which the agreements are in force range as follows:—

Effective for	Number of Agreements	Number of Workers Covered
13 to 18 months inclusive	16	10,900
19 to 24 months inclusive	82	77,500
More than 24 months	11	16,600
	109	105,000

Most of those with a duration of more than two years have a term of three years or thereabouts. A few, however, are to remain in force for as long as five years.

In relation to the 651 agreements examined, the 109 long-term contracts are distributed fairly evenly among the various industries and regions represented. They are also found fairly evenly among bargaining units of various sizes.

Wage Adjustment Provisions

The clauses dealing with wages were examined in the 109 agreements to determine whether any provision was made for adjusting wage scales while the agreement is in force. It was found that in slightly more than 50 per cent (56 agreements covering 46,900 workers), wage rate levels may be adjusted during the life of the agreement. It was also found that, as a rule, the longer the term of the agreement the more likely it is that provision will be made for adjusting wage rates during its life. Furthermore, the longer the term of the agreement, the more likely that more than one adjustment in wages will be permitted.

Under the terms of 35 of the contracts covering 36,900 workers, wage rate increases of a stated amount or amounts must be paid at a specified time or times during the life of the agreement. Such arrangements are referred to below as "automatic" increases. The other 21 agreements covering 10,000 workers have "open-end" wage clauses which permit bargaining over wages during the term of the agreement, although in some cases the "opening" of the agreement is conditional on other factors, such as a change in the consumer price index or in the price of the product. A breakdown of the type of adjustment provision by the length of the agreement is as follows:—

Provision	Number of Agreements	Number of Workers Covered
Duration 13 to 18 months inclusive	16	10,900
Automatic wage adjustment	5	2,300
Conditional wage reopener	1	1,400
No adjustment provision	10	7,200
Duration 19 to 24 months inclusive	82	77,500
Automatic wage adjustment	22	20,300
Wage re-opener	15	6,100
Conditional wage reopener	3	700
No adjustment provision	42	50,400
Duration 24 months or more	11	16,600
Automatic wage adjustment	8	14,300
Wage re-opener	1	1,300
Conditional wage reopener	1	500
No adjustment provision	1	500

Automatic Increases

Of the 22 agreements providing for automatic increases and having a duration of between 19 and 24 months, the large majority makes provision for one wage rate increase while the agreement is in force, usually at the end of the first year. An example of this type of clause in a two-year agreement effective April 1, 1953, is: "Effective April 1, 1954, an additional increase of four (4) cents an hour shall be applied to the rates set forth in the Schedule."

Eight agreements providing automatic increases have durations greater than two years and all of them provide for more than one automatic increase during the term of the agreement. Most are three-year agreements providing for increases of specified amounts at the end of the first and second years.

Five agreements with a duration of between 13 and 18 months provide for one automatic wage increase while the agreement is in force.

Open-End Wage Clause

Of the 21 agreements making provision for the re-opening of bargaining on wages during the life of the agreement, 15 are two-year agreements which provide for wage bargaining once during the life of the agreement. Most of them specify that the bargaining must take place at the end of the first year upon written notice by either party to the agreement. One other wage re-opener, found in an agreement running for several years, provides that wage rates may be re-opened for bargaining at the end of each year. A sample wage re-opener clause from a two-year agreement effective May 1953, reads as follows: "Either party hereto may at any time during May 1954 request negotiations respecting wages upon written notice to the other party hereto. Upon such notice being given, the parties shall commence negotiations within seven (7) days thereafter."

In the statistical breakdown five agreements are shown as containing "conditional wage re-opener" clauses. In three of these the possibility of wage bargaining is dependent on fluctuations in the consumer price index, and, in the other two, on changes in the price of the product. The index or the price of the product must change by a specified amount to permit the re-opening of wage bargaining. The following is an example of a wage-re-opener made conditional on a change in the consumer price index:—

> If the Dominion Bureau of Statistics' new Consumer Price Index, as announced on or about May 1, 1954, shows an increase or decrease of three (3) full points over the Consumer Price Index as announced on or about May 1, 1953, the Union and the Employer agree to re-open negotiations for an adjustment of wages.

Unlike the automatic increase dealt with above, wage re-opener clauses do not necessarily mean that wages will be increased during the life of the agreement. First, all of the wage re-opener clauses stipulate that notice of a desire to bargain over wages must be given during the specified period before bargaining can take place. Second, bargaining may not result in agreement and few of the agreements outline a procedure to be followed where there is failure to agree. Finally, since the clauses leave it open to the employer as well as the union to request bargaining over wage rates, it is possible that under some circumstances reductions in wage rates may be sought.

Collective Agreement Act, Quebec

During April, a number of changes in wage rates and working conditions were made obligatory by Orders in Council under the Collective Agreement Act, Quebec.

Five of ten Orders in Council provided wage increases, as well as minor changes in overtime, hours, paid holidays, vacations with pay, etc. In the construction industry in the counties of Drummond, Arthabaska and Nicolet, minimum hourly rates are now 5 cents per hour higher; in the dairy industry at Quebec, a second week's vacation after five years' service was granted while minimum wage rates for plant employees, ice cream salesmen and delivery men are now from $2 to $3 per week higher and basic rates for milk delivery men are increased by $6 per week; in the printing trades, Quebec City and region, minimum hourly rates for journeymen are increased by from 5 to 10 cents per hour, rates for apprentices and female bookbinding employees are now from $1.50 to $4 per week higher, and night shift premium is increased from $3 to $5 per week for journeymen and from $2 to $3 for apprentices. A new section in the Quebec printing trades agreement governs working conditions of employees engaged in establishments printing weekly newspapers.

More than half the contract settlements negotiated in the United States during the first 11 weeks of 1954 called for wage increases of from four to nine cents an hour.

Legal Decisions Affecting Labour

Supreme Court remits injunction case to Quebec court. Quebec appeal court affirms judgment refusing injunction against picketing; also reverses judgment granting ship steward's claim for loss of salary. U. S. court fines union for failing to obey anti-discrimination order

The Supreme Court of Canada has allowed a company's appeal from a judgment nullifying an interlocutory injunction obtained to prevent a union from prosecuting the company for unfair labour practices. As the Quebec appeal court had dismissed the company's appeal on technical grounds only, the case was remitted to the Quebec court for consideration on its merits.

The Quebec appeal court has sustained a Superior Court judgment dismissing the application of a shoe manufacturer for an injunction to restrain a union from picketing on the ground that it was not established that the union had picketed in an illegal manner. In another case the court reversed a judgment allowing the action for loss of salary of a ship's steward who claimed to have been wrongfully dismissed.

In Connecticut, a union which had failed to obey a court order to cease discriminating against two Negro applicants for membership, in compliance with the order of the Commission on Civil Rights, was fined $2.000 for contempt of court.

Supreme Court of Canada...

...holds judgment nullifying interlocutory injunction can be appealed, remits case to Quebec court

On November 25, 1953, the Supreme Court of Canada remitted to the Quebec Court of Queen's Bench, for consideration of the merits, a case involving an order of the Quebec Labour Relations Board granting a union consent to prosecute a company for unfair labour practices and the company's action to obtain an injunction prohibiting the union from acting on the Board's order.

On February 5, 1952, the Labour Relations Board authorized the *Syndicat National des Employés de la Wabasso Cotton de Shawinigan Falls Inc.* to sue Wabasso Cotton Co. Ltd. for having sought to dominate the union and impede its activities in violation of Section 20 of the Labour Relations Act. On February 8 the company brought an action in the Quebec Superior Court to cancel the Board's decision, and the same day obtained from that Court an interlocutory injunction restraining the *Syndicat* from attempting to take advantage of the Board's order.

The union sought cancellation of the interlocutory injunction on the ground that it had been issued without notice. Its application was granted by the Superior Court on March 4 and the injunction was declared null and void. On March 5 the company brought an appeal to the Court of Queen's Bench from that judgment. The union asked the appeal court to dismiss the appeal on the ground that in the case of interlocutory judgments no appeal lay without leave and that no leave had been obtained. The Court of Queen's Bench dismissed the appeal of the company, which then appealed to the Supreme Court of Canada.

A majority of the Supreme Court held that the judgment setting aside the interlocutory injunction was a final judgment, since it dissolved the injunction and the company would have no further chance to present its case for a permanent injunction. Since it was a final judgment, the rule requiring leave to appeal did not

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

apply. The Court accordingly granted the company's appeal. As the judgment appealed from was given only on the ground of jurisdiction, the case was returned to the Court of Queen's Bench for consideration upon its merits. *Wabasso Cotton Co. Ltd. and Leclerc* v. *Labour Relations Board of Quebec and Le Syndicat National des Employés de la Wabasso Cotton de Shawinigan Falls Inc.* [1954] 2 DLR 193.

Quebec Court of Queen's Bench, Appeal Side...

...dismisses shoe company's appeal from judgment refusing injunction to prevent union's picketing

On February 18 the Quebec Court of Queen's Bench, Appeal Side, dismissed a shoe company's appeal from a Superior Court judgment refusing to grant an interlocutory injunction to prevent picketing during a strike. The Court sustained the view of the trial judge that there was not sufficient evidence to show that the union had picketed in an illegal manner and that therefore the issuing of an injunction was not justified.

Mr. Justice Barclay and Mr. Justice Rinfret gave separate reasons for the Court's decision. Mr. Justice Barclay stated that the plaintiff, a corporation manufacturing shoes and slippers, had entered into an agreement to be effective from January 2, 1952, until June 30, 1953, with the Boot and Shoe Workers' Union, Local 500, International Fur and Leather Workers' Union. The company recognized the union as the sole bargaining agent of the company's employees, with certain exceptions, for the duration of the agreement. After June 30, 1953, the agreement was to remain in effect for a further period of one year, unless either party notified the other in writing on or before May 1, 1953, of its intention to amend the agreement. The agreement contained the following clause: "No strikes nor lockouts shall be declared by either party hereto, on pain of nullity of this agreement, by the injured party."

No notice of amendment was given before May 1 but on May 27, 1953, the union sent a letter notifying the company of its intention to have the agreement amended. Several meetings then took place between the parties but the record did not disclose anything further than that.

On June 30 the company gave 120 of its 130 employees their unemployment insurance books and told them they would be informed if the company wanted any of them back. On July 27 the union sent a telegram to some of the former employees calling for a strike. On July 28 two men appeared before the company's premises with placards announcing a strike. On July 29, before it could have been ascertained what effect this picketing would have, an interim injunction prohibiting picketing was obtained upon the affidavit of a company official without notice to the union.

Upon the company's application for an interlocutory injunction, the Superior Court judge characterized the petition as exaggerated and not in accordance with the facts proved. He dismissed the application on the ground that the union had not committed any illegality or abuse in the manner of picketing; that there was not sufficient evidence that the union had used threats, violence or intimidation towards the company or its employees; and that the company, having itself committed illegalities, was in no position to ask for an interlocutory injunction.

Mr. Justice Barclay stated that there was no doubt that the company had failed to prove threats, intimidation or violence on the union's part and it had not proved irreparable loss or damage. He expressed no opinion as to whether the agreement was valid or null and void or whether the strike was legal or illegal.

Mr. Justice Rinfret listed the reasons given by the company in support of its request for an injunction. The company stated that the pickets were obstructing the entrance to its premises, interfering with persons who had the right to enter, preventing the normal hiring of workmen, and preventing employees from going back to work. It claimed that the picketing was causing incalculable harm to its business and reputation, that it was impossible to establish prices for the time ahead, that the company was losing numerous contracts and that customers were afraid to cross the picket line, and that the minimum evaluation of damages was $22,000.

Mr. Justice Rinfret noted that the picket line never consisted of more than two men. As for the question of hiring, the employees sent away were told they would be notified if they were required but only 50 had been asked to return to work up to July 28. Yet a witness for the company told the Court on August 7 that he had only 74 employees and that this fact impaired production and affected the execution of contracts already undertaken. To make up the total of 74 employees the company must have hired new workers.

Mr. Justice Rinfret also considered that the company had not established a *prima facie* case for the issuing of an injunction and that the trial judge had properly exercised his discretion in refusing to grant the company's application. The Court unanimously dismissed the company's appeal with costs. *Windsor Shoe and Slipper Company* v. *Union des Ouvriers de la Chaussure, Local 500, and others* [1954] BR Montréal 266.

Quebec Court of Queen's Bench, Appeal Side...

...reverses judgment of Superior Court requiring company to pay ship's steward for loss of wages

The Quebec Court of Queen's Bench, Appeal Side, on February 18 allowed the appeal of a steamship company from a Superior Court judgment requiring it to pay $2,087 for loss of salary to a chief steward who claimed to have been wrongfully dismissed. The appeal court held that the Superior Court was without jurisdiction to hear the claim for wages by virtue of the Canada Shipping Act and that an action in damages was barred because the plaintiff had signed a discharge stating that the termination of employment was by mutual consent.

Mr. Justice Casey gave the facts of the case. In April 1948 the plaintiff was engaged by the defendant company as chief steward for a period not exceeding 12 months. In June of 1948 this employment was terminated at New Orleans, the plaintiff signing a discharge. A certificate of discharge was subsequently issued before the British vice-consul at New Orleans. The termination of employment was recorded as being by mutual consent.

The plaintiff then brought action in the Superior Court, claiming that his contract had been illegally terminated and that he was entitled to $2,087 as the salary due him from June 3, 1948, until March 31, 1949. The company argued that the plaintiff had been dismissed for cause and that in any case the discharge signed by him barred the action. It argued also that the period of employment was for a voyage not to exceed 12 months, and that since the plaintiff had not established the length of the voyage he could not claim for the maximum period provided for in the contract of employment.

The Superior Court judge held that the dismissal for cause had not been established and that the plaintiff had signed the discharge through fear that otherwise he would be fired with a certificate of incompetence which would prevent him from finding another job. The Superior Court ordered the company to pay him $2,087 for his loss of salary.

The company argued before the appeal court that the Superior Court was without jurisdiction to entertain a claim for wages because of Sections 206 and 210 of the Canada Shipping Act. Section 206 provides that a seaman may sue in the Superior Court for any wages due him not exceeding $250. Suits for wages in excess of $250 are within the jurisdiction of the Admiralty Court (the Exchequer Court of Canada). Mr. Justice Casey stated that if the action was to be regarded as a claim for wages it should have been dismissed for want of jurisdiction.

The company's second argument was that if the claim was one in damages and if the Superior Court had jurisdiction to hear it, it should have been dismissed because of the release given by the plaintiff. Mr. Justice Casey noted that the plaintiff did not allege in his pleadings that he had been induced into signing the discharge through violence or fear, which would have made applicable Article 994 of the Civil Code, which states that violence or fear is a cause of nullity in contracts. The plaintiff stated only that the discharge had been obtained from him through false representations and declared that he had signed it without prejudicing his rights. He did not ask that the discharge be set aside or take any special proceedings to accomplish that result.

Mr. Justice Casey considered that fear had not been properly alleged or established and that the false representations had not been properly established either. Consequently he was of the opinion that the discharge signed by the plaintiff barred his action.

The Court accordingly allowed the company's appeal with costs. *Argonaut Navigation Co. Ltd.* v. *Brousseau* [1954] BR Montréal 287.

Connecticut Superior Court...

...fines union for failing to carry out order of Civil Rights Commission to cease discrimination

On March 26 the Connecticut Superior Court found a local of the electrical workers' union guilty of contempt of court for its failure to carry out the order of the Commission on Civil Rights to cease and desist from excluding two Negro applicants from full membership rights because of their race. The Superior Court had issued an order against the union in

1952 requiring it to carry out the Commission's order and an appeal from its judgment had been dismissed by the Connecticut appeal court (L.G., 1952, p. 1370; L.G., March 1954, p. 415).

Judge Alcorn gave the Court's reasons for decision. The Commission on Civil Rights of the State of Connecticut had found that Local 35 of the International Brotherhood of Electrical Workers had excluded two qualified Negro electricians, Tilley and Stewart, from membership because of their race, in violation of Section 7405(c) of the Connecticut General Statutes. This section makes it an unfair labour practice "for a labour organization, because of the race, colour, religious creed, national origin or ancestry of any individual, to exclude from full membership rights ... such individual ... unless such action is based upon a *bona fide* occupational qualification".

The Superior Court's judgment in 1952 directed the union to carry out the Commission's order, which required the union, in the event that either man presented himself for membership, "to cease and desist from excluding him from full membership rights because of his race" and "to cease and desist from failing or refusing to act ... upon the application" of either man, both by the executive board and by the membership.

Following the decision of the Supreme Court of Errors sustaining the Superior Court judgment, both men applied for membership in the union as apprentices. The minutes of the union's executive board showed that at a meeting on January 6, 1954, it was decided to submit the applications without recommendation to a vote by the membership. By letter dated January 16 the union's counsel informed the applicants of the board's action and told them that the vote would be taken at a union meeting on January 22. The applicants were told that they might come to the meeting place to learn the result and that otherwise the result would be mailed to them.

The union's records showed that at the meeting on January 22 Tilley's and Stewart's applications were submitted and that the vote was unfavourable. No reason for the rejection of the applications appeared in the record. On January 23, however, the union's counsel notified each applicant by letter of the rejection of his application and added the explanation that it "was based upon the fact that you did not meet the union's requirement of sponsorship and employment by a union contractor before admission into the union".

This explanation constituted the union's principal defence at the original hearing before the Commission, then before the Superior Court and the Supreme Court of Errors, and was now the only defence relied upon in the trial for contempt. No new facts had been presented beyond the circumstances which had already been conclusively determined to establish exclusion of the two Negro applicants because of their race. The Court held, therefore, that the union was in contempt of that part of the judgment which ordered it to carry out the Commission's order to cease and desist from such exclusion.

Judge Alcorn stated that the union was not in contempt of the second part of the order, "to cease and desist from failing or refusing to act, both by your executive board and by your membership" upon the applications, because the meetings held complied sufficiently with this requirement. No action by the individual officers had been shown to constitute a contempt.

He found that the action of the union as a body at the meeting on January 22, 1954, constituted the contempt of court. The evidence disclosed that when the applicants' names were presented to the union members someone inquired why they had to vote. The reply was that the Superior Court forced it. No information was given concerning the applicants except their names. Someone inquired whether the applicants were sponsored by one of "our contractors" or had a licence from the City of Hartford. The question was answered in the negative. No investigation had been made, however, to determine whether or not the applicants were employed or by whom. At least some of the members who voted did not know whether the applicants were then working or not.

Judge Alcorn concluded:

> An injunction may be violated by indirect, as well as by direct methods and one cannot escape punishment upon the ground that he did not violate the letter, if he violated the manifest spirit of the injunction ... However else the meeting of January 22, 1954 might be described, it clearly was not a meeting at which these applicants were excluded from union membership "based upon a *bona fide* occupational qualification," to refer again to the language of Section 7405(c), General Statutes. As already indicated, the basic facts are no different than they have been throughout and they have previously been fully adjudicated to establish exclusion because of race. If any new element can be said to have been injected it is a clearly discernable, wilful and inexcusable defiance of the mandate of this Court.

In considering the penalty to be imposed, the judge noted that the order had its source in the effort of the people of the state to eliminate the virus of racial discrimination from labour relationship. He noted also that the offender in this case was not an individual but a voluntary association of about 234 members, and that the punishment should serve to emphasize the fundamental principle that a legally established judgment of the Court must be obeyed.

The Court found Local 35 guilty of contempt and imposed a fine of $2,000 to be paid to the state within two weeks of the date of judgment. It ordered further that if the earlier judgment was not complied with within 30 days the union must pay a fine of $250 a week until the judgment was complied with. *International Brotherhood of Electrical Workers Local 35* v. *Commission on Civil Rights* [1954] 33 LRRM 2778.

Recent Regulations, Federal and Provincial

Wage rate for federal prevailing rate employees for work on holidays increased from time and one-half to double time. Quebec adopts CSA woodworking code. Saskatchewan issues regulations for the protection of employees working with radioactive luminous compounds or paints

Double time instead of time and one-half must now be paid to prevailing rate employees who work on a holiday.

Quebec has adopted the Canadian Standards Association Safety Code for the Woodworking Industry. Nine minimum wage orders in Quebec were renewed for another year. In line with its policy of simplifying the orders and reducing their number, the Minimum Wage Commission allowed three orders to expire. Employees covered by these orders are now under General Order 4.

New regulations were issued in Saskatchewan for the protection of employees working with radioactive luminous compounds or paints.

The Brotherhood of Railway Trainmen has been brought under the Workmen's Compensation (Accident Fund) Act in Saskatchewan.

Tenosynovitis arising from constant vibration or excessive use of the muscles of the leg, ankle or foot has been made a compensable disease in British Columbia.

The hours of bus drivers in Nova Scotia cities and towns have been limited to 10 in any 24-hour period.

FEDERAL

Prevailing Rate Employees

An amendment to the Prevailing Rate Employees General Regulations (L.G., March, p. 417) provides for either overtime pay or compensatory leave in addition to regular pay for time worked on a holiday. On July 15, 1953, provisions for the granting of leave credits for work done on a holiday were replaced by provisions which required instead the payment of overtime rates. The amendment, effective April 1, 1954, gives the deputy head of the department concerned authority to use either method of compensation.

The overtime rates provided for since July 15, 1953, were time and one-half the normal pay and extra pay (e.g., premium payment or shift differential bonus), if any, for the hours actually worked on the holiday and time and one-half the normal pay for the remainder of the hours the employee would have worked on that day if it had not been a holiday. The overtime rates have now been changed to twice the normal pay and extra pay, if any, for the hours worked and the normal rate for the remainder of the normal working day.

If the deputy head feels it is not practicable to pay the overtime rate, the employee may instead be credited with compensatory leave. Where he works four hours or less on the holiday, the compensatory leave granted will be one-half day. If he works longer than four hours on the holiday, the compensatory leave will be one day. Where compensatory leave is granted, the employee may receive, in addition to the leave credit, a rate of pay equal to his normal and extra pay, if any, for the hours actually worked and equal to his normal pay for the remainder.

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The amendment was made on April 8 by the Treasury Board as T.B.458000-1 under the Financial Administration Act.

PROVINCIAL

British Columbia Workmen's Compensation Act

Tenosynovitis affecting the leg, ankle or foot was made a compensable industrial disease under the British Columbia Workmen's Compensation Act by a regulation made on April 12, gazetted April 15 and effective March 1, 1954. Previously, the disease, an inflammation affecting the sheaths and tendons, was compensable if it was caused by any process involving constant vibration or excessive use of the muscles of the arm, forearm or hand only.

Nova Scotia Public Utilities Act

Regulations governing bus operations which are public utilities were made by the Nova Scotia Board of Commissioners of Public Utilities on February 26, approved by Order in Council on April 2 and gazetted April 14.

The regulations cover the conveyance of passengers by bus within a city or incorporated town. Taxi services are not included. In the case of a person operating bus services both in and outside a city or town, the bus operations within the city or town will not be subject to the regulations if the revenue derived from them is less than 10 per cent of the operator's total revenue from all his bus services.

Drivers of trolley buses or motor vehicles are required to hold a Public Vehicle Chauffeur's Licence, Nova Scotia, for the current year. No one may drive a public vehicle for more than 10 hours in any 24-hour period. A driver who is employed in other work is forbidden to drive a public vehicle if by so doing his total period of employment would exceed 10 hours in the 24-hour period.

A public utility owning, operating, managing or controlling any passenger bus service must keep a permanent record of the hours of employment of all the drivers employed.

Quebec Industrial and Commercial Establishments Act

In regulations under the Industrial and Commercial Establishments Act, Quebec has adopted the Safety Code for the Woodworking Industry issued in 1952 by the Canadian Standards Association (L.G., 1953, p. 444). It is the second province to adopt the Code, Alberta having adopted it in January 1953 (L.G., 1953, p. 584). The Quebec regulations were approved by O.C. 291 on March 25 and went into effect on April 17, the date of their publication in the *Quebec Official Gazette*.

The Code, which does not apply to sawmill and woods operations, deals primarily with point of operation hazards on woodworking machinery and is intended as a guide for the safe installation, operation and maintenance of such machinery. It lays down requirements for plant layout and various types of woodworking machinery, including veneer and cooperage machinery. Operating rules include sections on selection, maintenance and inspection of machines and on protective clothing for operators.

Quebec Minimum Wage Act

Nine minimum wage orders in Quebec were renewed until May 1, 1955, by O.C. 356 on April 7, gazetted and effective April 17. Three of these, General Order 4, which applies to most of the unorganized workers in the province, Order 41, which covers employees of municipal and school corporations, and Order 42, which applies to stationary enginemen and firemen, were amended as well as renewed. The six orders renewed without change are Order 3, holidays with pay; 3A, holidays with pay in the building construction industry; 11, hospitals and charitable institutions; 26A, taxicabs in Montreal; 29, taxicabs in Quebec and Levis; and 39, forest operations.

Continuing its policy of reducing the number of minimum wage orders, the Minimum Wage Commission permitted three orders, Nos. 2, 14 and 23, to expire on May 1, 1954.

Order 14 governed real estate undertakings in Montreal and district; Order 23, taverns in the same area. Like other similar establishments elsewhere in the province, these now come under General Order 4 and the employees concerned are subject to the minimum wage rates set for Zone 1 (Montreal and district). Bartenders and waiters for whom the minimum rates were 45 and 32½ cents an hour, respectively, must now receive the general minimum rate of 51 cents an hour. Employees in apartment houses, office buildings and other real estate undertakings are also subject to the 51-cent hourly rate. For janitors in real estate undertakings, the monthly rate is $95. Lower rates apply if free lodgings on the premises are provided.

Order 2, governing the payment of overtime, was not renewed since it was considered unnecessary to have a special overtime order in view of the fact that overtime requirements are already laid

down in the three principal orders, Nos. 4, 41 and 42. Provision for overtime payment is also made in the special orders 11, 26A, 29 and 39.

Order 4 provides that where an employee is paid by the hour and not governed by a collective agreement he must be paid for overtime at time and one-half his regular rate. Any provision in an individual labour contract or agreement for a lower overtime rate is forbidden. For employees not in the above category, the overtime payment must be at least time and one-half the minimum rate. Employees paid on a fixed weekly, monthly or yearly basis and receiving at least $50 a week in Zone I and $45 in Zones II and III, whether or not they work a full week, are not entitled to overtime rates.

The amendments to Order 4 raised the minimum rates for waiters, waitresses, valets, chambermaids and elevator operators in hotels, restaurants and similar undertakings from 44, 41 and 35 cents an hour in Zones I, II and III to 51, 46 and 41 cents an hour. A new provision requires meal time to be considered as hours worked and to be paid for unless the employee is absolutely free and off duty. A third change with respect to these establishments is the removal of the sections permitting the month or half-month to be established as the period of work after which overtime rates must be paid to employees hired by the month or half-month. Overtime under Order 4 may now be paid only on a weekly basis.

A further amendment states that the regular work week of employees in the building construction industry working in a place not included in a local municipality is 60 hours, after which overtime must be paid. The regular work week for the industry generally is 48 hours.

Order 4 no longer permits deductions from the minimum wage for board and lodging. The only deductions now permitted are those imposed by statute or court order.

The overtime provisions of Orders 41 and 42 were revised slightly to make them the same as those in Order 4. In Order 42, as in Order 4, deductions from the minimum wage for board and lodging are no longer allowed. The only deductions permitted are those imposed by an Act or a court order.

Saskatchewan Public Health Act

New regulations governing the use of radioactive luminous compounds or paints were issued under the Saskatchewan Public Health Act and approved by O.C. 922/54 on April 20, gazetted April 30.

No person is permitted to use radioactive luminous compounds or paints on his premises unless he is the holder of a licence authorizing him to do so. Licences will be issued by the Minister of Public Health. Before the issue of a licence, inspection of the premises may be carried out.

The application for a licence must contain (a) a description of the workshop, its equipment and furnishings; (b) the methods to be used in preventing the spread of radioactive contamination; and (c) the names and ages of all employees who will be using the radioactive substance. Such an application must be made each year since the licences expire at the end of the calendar year. They may be revoked or suspended at any time by the Minister if the holder of the licence or any of his employees are not complying with the regulations.

Employees using or handling radioactive luminous compounds or paints must be at least 18 years of age and must have a medical examination at least once each year. Monitor film badges of a kind approved by the Minister must be worn by these employees.

The holder of a licence must set apart a room to be used exclusively for radioactive luminous work. This room must have a floor space of at least 120 square feet with not less than 30 square feet for each person employed in the room. The floor, walls and ceiling must be of smooth, water-impervious material.

The preparation and application of the compounds or paints must be done under a suitable ventilated hood and an indraft air velocity of not less than 60 linear feet per minute is to be maintained over the whole working opening. The hood and the working top of the table are to be made of non-porous material resistant to solvent action.

Automatic or semi-automatic painting machines and screening operations may be installed in the work-room only with the approval of the Minister.

Finished work must be removed as soon as possible to an enclosed ventilated drying rack or cabinet which may be easily cleaned. A well-ventilated storage space at a suitable distance from employees must be provided for the finished work after drying. Bulk storage of radioactive luminous compounds or paints must be in a well-ventilated space. Lead shielding may be required, depending on the amount stored.

A wet method is to be used for stripping radioactive luminous compounds from objects. This work also must be done under a suitably ventilated hood.

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The exhaust system for the special work-room must be separate from other ventilating systems and must discharge the air in such a way that it cannot re-enter the building.

Each employee in the work-room must be provided with the following equipment: a chair with a smooth, washable finish; a rack for brushes or other painting tools; a lidded non-tipping container with a capacity of approximately one gram of prepared radioactive luminizing material; a closable metal waste basket with disposable liner; tissue handkerchiefs in a dispenser; thin rubber gloves; a protective gown or smock without pockets; a hook or hanger for each protective garment; and adequate washing facilities. These facilities are to include at least one wash basin in the work-room with hot and cold running water and elbow-operated faucets; soap, nail brush, mirror and paper towels at the basin; and an ultra-violet lamp (purple-X or equivalent) over the basin.

Eating, drinking and smoking in the work-room are forbidden. No one may bring cosmetics or articles for eating, drinking or smoking into the work-room.

Safety rules to be observed by each employee include the wearing of protective clothing in the work-room at all times. Outer street clothes must be left outside the room. Not more than one crucible of prepared compound should be at the work station at any time. Working surfaces are to be covered with paper which is to be disposed of after each work period. Cleaning tissues and other waste materials are to be disposed of as soon as possible. Employees must avoid bodily contact with radioactive luminous material. The rubber gloves which must be worn are to be washed and inspected under ultra-violet light before being removed from the hands. After washing, the employee must inspect his hands, face, arms, hair and clothing under ultra-violet light before leaving the work-room.

Every effort must be made through the exercise of scrupulous cleanliness to prevent the spread of radioactive contamination. The floor, walls, ceiling and other surfaces of the work-room must be damp-cleaned at regular intervals. Cleaning equipment must be kept close to the work-room and used there only. All solid waste, including sealed bottles of contaminated solvent and gowns or smocks which cannot be freed from contamination, must be packed in a sealed container and disposed of either by burial at a depth of at least six feet in a suitable location or by shipment to a primary dealer for reclamation or disposal.

A survey of the work-room must be made with a portable ultra-violet lamp or preferably a suitable radioactivity detector at least once a week to determine if any radioactive contamination is present. If so, it must be removed immediately. Gowns and smocks must be surveyed daily and spots of contamination are to be removed if possible by solvent action. When reasonably free from contamination, they may be sent to a laundry.

Saskatchewan Theatres and Cinematographs Act

Effective from June 1, 1954, the regulations under the Saskatchewan Theatres and Cinematographs Act made in 1943 were repealed and replaced by new regulations approved by O.C. 924/54 on April 20 and gazetted on April 30. As before, four classes of projectionists' licences are provided for, first, second, third-class and apprentice.

A first-class projectionist may operate any projection equipment in the province. A second-class projectionist may operate equipment in towns, villages and hamlets in theatres having a seating capacity of 500 or less. A third-class projectionist may only operate projection equipment in towns, villages and hamlets using incandescent lighting. In all drive-in theatres where 35^{mm} projection equipment is used a first-class projectionist must be employed.

The only changes with respect to qualifications for licences are that an applicant for a first-class licence must, in addition to having a second-class licence, have operated a projector in a theatre for not less than 12 months with a minimum of 1,000 hours' actual operating time rather than for at least three months, as before, and an applicant for a third-class licence must have served an apprenticeship of six months under a licensed operator.

A new provision authorizes the Minister of Labour, who administers the Act, to permit a person who holds a projectionist licence in another province to try the examination in Saskatchewan without having served as an apprentice and to allow him to operate in the province for a period of not more than three months prior to examination provided he furnishes satisfactory proof of his qualifications. A further new provision states that an applicant for renewal of a licence after a three-year absence from the trade may be subject to re-examination.

The minimum age for projectionists was raised. Formerly, an applicant for an examination as projectionist had to be 17 years of age. Now an applicant for a third-class licence must be 18, for a second-class

licence, 19, and for a first-class licence, 20. An applicant for an apprentice licence must be at least 17 years old rather than 18, as before.

An operator who attains the age of 65 is now required to submit to an annual medical examination to ensure that he is physically able to handle projection, sound and fire-fighting equipment. A medical certificate must accompany the annual application for renewal of his licence.

As previously, the Minister may revoke the licence of an operator who, in his opinion, does not maintain the required efficiency. Provision is now made, however, for the operator to appeal from this decision within 30 days.

Other provisions of the regulations, which set out the duties of projectionists and fix licence fees, are unchanged.

Saskatchewan Workmen's Compensation (Accident Fund) Act

The Brotherhood of Railway Trainmen was brought under the operation of the Saskatchewan Workmen's Compensation (Accident Fund) Act by O.C. 699/54 on March 26. The employees concerned were described more specifically by a second Order in Council, O.C. 880/54 of April 13, gazetted April 30. The Brotherhood is composed of conductors, trainmen, train baggagemen, train brakemen, train flagmen, yardmasters, assistant yardmasters, yard agents, transfer men, yard conductors, yard foremen, switchmen, ground switch tenders, pilots and engine herders.

These employees were formerly under the Workmen's Compensation Act, under which the individual employer is liable for compensation payments. Any class of railway workers under the individual liability statute may come under the Workmen's Compensation (Accident Fund) Act, which provides for collective liability, if a majority of its members signify by vote that they wish to do so. Most railway employees in the province are now under the Accident Fund Act. The Maintenance of Way Employees came under the Act earlier this year.

U.S. Proposals Would Eliminate Communists from Union Leadership; Safeguard Defence Plants

Proposals for eliminating Communists from labour union leadership in the United States and safeguarding defence plants against potential saboteurs were outlined recently by the U.S. Attorney General. The measures are to be submitted to Congress in the near future.

The Attorney General said he favoured legislation which would permit an employer to dismiss from a defence job during an emergency any person who, after a hearing, is determined to be a potential saboteur or espionage agent, and legislation permitting the Subversive Activities Control Board to conduct hearings and determine whether a union is dominated by the Communist Party and in a position to inflict substantial damage on the national security. Employees would be forbidden to pay dues or contribute services to such a union and members would be barred from jobs in defence plants.

Also favoured is an amendment to the Internal Security Act of 1950 to require registration of labour unions and businesses under the domination of the Communist Party.

Meanwhile, the International Union of Electrical, Radio and Machine Workers (CIO) outlined a three-point policy with respect to members who invoke the Fifth Amendment to the United States Constitution when asked about Communist Party membership by Congressional committees.

In a letter to the president of a local union, IUE President James B. Carey made these points: refusal to testify before Congressional or other legislative committees by invoking the Fifth Amendment is not proper ground for discipline or expulsion from a local union; members of local unions suspected of Communist Party membership should be tried and disciplined by the local union; the IUE will not concur in any policy unilaterally established by an employer whereby employees are disciplined solely for refusing to testify concerning their beliefs before a Congressional or other legislative committee.

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance increase in March, to 248, 421 from 214,932 in February and 179,174 in March last year, statistics* show

An increase was recorded in the number of initial and renewal claims for unemployment insurance benefit during March.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during March a total of 248,421 initial and renewal claims were filed in local offices across Canada, compared with 214,932 in February and 179,714 in March last year.

Ordinary and supplementary benefit claimants on the live unemployment insurance register on March 31 numbered 511,660 (431,018 males and 80,642 females), in comparison with 512,567 (428,475 males and 84,092 females) on February 26 and 360,110 (308,755 males and 51,355 females) on March 31, 1953. A slight increase is shown in the total of short-time claimants, who numbered 44,134 on March 31 compared with 39,083 on February 26, while claimants classified as "temporary lay-off" declined from 7,044 on February 26 to 5,691 on March 31. The majority of claimants in these two categories were in Quebec and Ontario.

Entitlement to benefit was granted in 162,242 of the 250,206 initial and renewal claims disposed of at adjudication centres during March. Non-entitlements totalled 97,528 (including disqualifications arising from revised and supplementary benefit claims) and of these, 75,706 resulted from claimant's inability to comply with basic contribution requirements. The chief reasons for disqualification were: "voluntarily left employment without just cause" 6,501 cases; "not unemployed" 3,872 cases; and "not capable of and not available for work" 2,870 cases.

New beneficiaries during the month totalled 152,611, in comparison with 168,262 during February and 114,683 during March 1953.

During March, a total of $32,160,928 was paid in compensation for 10,127,126 days (including 100,443 disability days), as against a total of $26,675,431 and 8,391,990 days (including 85,320 disability days) during February and $20,796,825 and 6,613,705 unemployed days during March 1953.

> In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

For the week March 27-April 2, an estimated 348,574 beneficiaries received $6,376,280 in respect of 2,000,719 days (including 20,639 disability days), in comparison with an estimated 359,997 beneficiaries who were paid $6,707,054 in compensation for 2,106,277 days (including 20,316 disability days) for the week February 20-26. For the week March 28-April 3 last year, 211,422 beneficiaries received $3,635,074 in compensation for 1,155,540 days of unemployment.

The average daily rate of benefit for the week March 27-April 2 was $3.19, compared with $3.18 for the week February 20-26. For the same week last year, the average daily rate of benefit was $3.15.

Supplementary Benefit

During March, 75,706 claimants unable to qualify for regular benefit had their claims considered under the supplementary benefit provisions of the Act. Claimants on the live unemployment register on March 31 totalled 98,661. New beneficiaries during the month numbered 58,723. The amount of $5,027,914 was paid in compensation for 2,332,973 days (including 11,315 disability days).

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards have been issued to 4,586,532 employees who have made contributions to the Unemployment Insurance fund at one time or another since April 1, 1953.

At March 31, employers registered numbered 257,634, an increase of 593 during the month.

*See Tables E-1 to E-7 at back of book.

Decisions of the Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

Decision CU-B 1034, April 1, 1954

The eight claimants interested in the present appeal are members of the Railway Brotherhoods and were employed as trainmen by the North American Cyanamid Ltd., Niagara Falls, Ont., in connection with the operation of its plant railway when, on July 28, 1953, they lost their employment because of a strike called by other employees of the company who belonged to Local 536 of the United Electrical, Radio and Machine Workers of America.

They filed a claim for benefit which was disallowed by the Insurance Officer under Section 39(1) (now 41(1)) of the Act because, in his opinion, they were participants in the labour dispute inasmuch as they had refrained from crossing the picket line established by the strikers.

From this decision of the Insurance Officer, the claimants appealed to a Court of Referees contending that they had been denied entry to the company's premises because they had not obtained "picket passes".

Subsequent to the claimant's appeal, the plant manager of the company informed the local office that "before the strike commenced, the company advised the BLF & E representative that, in accordance with the provisions of the current agreement, the company would not lock out any employees in the unit for which such agency holds certification" and that "during the course of the strike, the company requested certain of the employees of the unit represented by the BLF & E to report for work to unload raw materials (and that) the company was later advised that UE officers had refused to furnish 'picket passes' to employees in the bargaining unit represented by the BLF & E and that such employees would not be reporting for work as requested".

The Court of Referees, after having heard representatives of the Brotherhood of Railroad Trainmen and of the employers at St. Catharines, Ont., on October 22, 1953, in a majority finding allowed the claimants' appeal. The Court's decision reads as follows:

The claimant's representatives pointed out that the claimant came under an entirely different union jurisdiction, being a member of the BLF & E. He further stated that the claimant did not in any way support the other group, namely the United Electrical Workers, financially or otherwise. This condition applies even to benefits, as insurance compensation, plant rate of pay and so forth are negotiated separately with the Brotherhood and not with the UEW. Mr. Ganter maintained that it was not the duty of the concerned employee to break through the picket line in order to appear on the plant property for work. In this connection, however, the claimant's representatives stated that the claimant had tried on two occasions to go through the picket lines without avail. The employer representatives informed the Court that in their opinion work was available for the claimant; that he had been advised of same by telephone and that they believed the obligation in getting through the picket lines rested with the concerned employee. The claimant's representatives referred to the difficulty in securing picket passes and believed that management had not exerted themselves sufficiently to secure same from the UEW officials. In this connection the employer representatives stated that no one had been issued special passes during the strike period, but all salaried personnel passed through the picket lines without being molested.

After careful consideration of the written and verbal evidence we herewith submit our majority report:—

We would like to stress that the claimant states that he was denied entry to the plant on two different occasions. It is recalled in this connection that Mr. MacDonald, the company representative, stated that in this particular case involving the claimant he could not help but support any statement the latter would make as he believed in it implicitly.

We think in carefully reviewing the claimant's statements that he is a member of a totally different organization and that he would be in no way affected by the outcome of the trouble; that he paid no money to finance the strike (which) should, with other details he has given, prove conclusively that he should not be exempted from benefits.

The dissenting member stated as follows:

In view of the fact that management has maintained that they were prepared to abide by the separate agreement with the BRRT union to the letter, and that they did everything within reasonable demands to make work available for the membership, I believe that the onus of the responsibility is upon the claimant. It has been agreed by the claimant's representatives and the management representatives, that the claimant was advised that work was available within the plant. It is recognized that it is a legal privilege of any worker to disregard a picket line if he is desirous of work. There has

been no intimation that the claimant met with force, nor that he made any further attempt to secure protection, if needed either from the management or other authorities. Under the circumstances I cannot concur with the majority decision.

From the decision of the Court of Referees, the Insurance Officer, on November 12, 1953, appealed to the Umpire on the following grounds:

When filing his claim for benefit on July 29, 1953, the claimant stated that he had been "laid off due to strike of other members at the plant".

The local office reported that the union, of which this claimant and those associated with him are members, had an agreement providing that they would not be required to cross a picket line where there is any danger of violence and that since this plant was picketed by members of the striking union "... they are not attempting to break the picket lines,"

In his appeal to the court of referees the claimant stated that he endeavoured to enter his place of employment during the stoppage of work on two different occasions. The reason why his efforts were unsuccessful is not explained but at no time does he allege that there was any danger of or fear of violence.

The employer in his written statement corroborates the fact that some of this group of employees were requested to report for work during the stoppage of work due to the labour dispute but had been informed by the union representative that the men would not report for work as the other union had refused to furnish a pass through the picket line.

At the hearing of the court of referees, the claimant was represented by a union official. That official reiterated that this claimant had on two occasions tried to go through the picket line without success and that he did not consider it was the duty of the claimant to break through the picket line. The employer's representative who was also present gave evidence to the effect that the claimant had been notified by telephone to report for work and that so far as the employer was concerned the onus of passing through the picket line rested with the claimant.

It is significant to note that there is an absence of evidence that the claimant and those associated with him refrained from passing through the picket line because of a *bona fide* fear of violence. Both the claimant and his representative seem to rest their appeal on the grounds that it is unfair for the member of one union to pass through the picket line of another union.

Following the jurisprudence contained in CU-B 981, it is submitted that by refusing to pass through the lines the claimant and those associated with him became participants in the dispute and are therefore not entitled to relief from disqualification under Section 39 (now 41) of the Act. It is therefore respectfully requested that the decision of the court of referees be reversed.

At oral hearings which took place before the Umpire in Ottawa, on January 6 and February 17, 1954, representations were made by Mr. A. H. Balch, Dominion Legislative Representative of the Brotherhood of Railroad Trainmen, and Mr. G. I. Shearer of the Unemployment Insurance Commission.

Conclusions—The circumstances of this case are different from those of the other cases which have come before me concerning the question of participation in a labour dispute through failure to cross a peaceful picket line.

Usually, the motive behind the decision of workers to withdraw their labour when confronted by such a picket line is the spirit of solidarity which unifies members of the labour movement. Where attempts were made, nevertheless, to attribute the workers' action to a fear of violence or repricals, the evidence was abundantly clear to render the argument futile on the face of it, as no sincere efforts had been made to cross the picket lines, pickets were few in number, the non-strikers greatly outnumbered the strikers and both groups were members of affiliated unions.

The Dominion Legislative Representative of the Brotherhood of Railroad Trainmen who represented the claimants at the hearing before me made it clear that there was no affiliation in any way, shape or form between the brotherhoods to which the claimants belonged and the union involved in the strike. He also placed before me a letter addressed to him by the local chairman of one of the railway brotherhoods wherein the latter stated that "every member of the Brotherhoods tried to report for work the morning of the strike; but just you try going through a picket line on the first day of a strike with about 200 pickets milling around at the main gate; it would be foolhardy and the next best thing to committing suicide".

This statement is borne out by the feeling expressed by the employer at the time of the strike of what might have happened to the railway crew had it tried to force its way through the picket line—I have reference to a letter dated August 10, 1953, which the local office manager wrote to the Regional Claims Officer and which appears on file. This statement is also in line with the testimony given before the Court of Referees both by the union's and the employer's representative.

I readily believe that when a mere handful of men work in a plant where many hundreds of other employees are engaged in work totally unrelated and belong to an entirely different union, there might be justified reluctance or fear on the part of the former to cross picket lines established by the latter as a result of a dispute in which they have no concern. As

I pointed out in decision CU-B 1019, it might be understandable that "in isolated cases an individual, or a small group of workers having different ideologies or interests to those of a larger group, may fear reprisals of violence if he or it were to take a step which would tend to jeopardize the interests of the majority".

I do not think that I would be taking a realistic view of the problem nor that I would be carrying out the intent of the Act if I were to hold in the present case that the claimants' withdrawal from work was voluntary and stemmed from the application of trade union ethics.

It is true that the claimants' union had an understanding or policy providing that the members would not be required to cross a picket line where there is a real danger of violence, but this cannot in any way be taken as evidence against the claimants because, where it can be shown that real danger of violence exists, there is justification for refraining from crossing a picket line.

Evidence has been submitted that work was available for the claimants and that the striking union had refused to issue them "picket passes". This also cannot be held against the claimants; if work was available, they could not get to it and if "picket passes" were refused them, they had no control over that matter.

For those reasons, I cannot agree with the Insurance Officer that "there is an absence of evidence that the claimant and those associated with him refrained from passing through a picket line because of a *bona fide* fear of violence" or that "the claimants . . . seem to rest their (case) on the grounds that it is unfair for the member of one union to pass through the picket line of another union".

One may speculate whether, throughout the strike, the claimants were justified in continuing to refrain from getting to their work if such work were actually available; but, in the absence of information to the contrary, it is reasonable for me to assume that the same conditions prevailed as did at the outset of the strike.

I am of the opinion, therefore, that the claimants have successfully established that they did not participate in the labour dispute and the appeal is dismissed.

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3 States Raise Unemployment Insurance Benefits

Proposals by President Eisenhower that state unemployment insurance programs be liberalized have so far been acted upon by three of the 14 states whose legislatures have met so far this year. California, Virginia and Michigan have increased the maximum weekly benefits.

The President's proposals were reinforced by recommendations of Secretary of Labor James P. Mitchell.

In California, the weekly benefits were increased from $25 to $30; in Virginia, from $22 to $24 and in Michigan, from $27 to $35. Michigan also extended the duration of benefit from 20 to 26 weeks; California and Virginia, however, left their duration periods unchanged at 26 and 16 weeks respectively.

The Michigan law, which was completely revised, is said to carry out "fully" the President's suggestion that benefits should equal at least 50 per cent of regular earnings for the great majority of those covered by the Act. Under the new legislation, benefits are more closely related to the kind and number of each claimant's dependents. As a result, the past average weekly wage required for the maximum weekly benefit differs with the claimant's family status.

Among other major changes in the Michigan law are the following: the number of weeks of employment required for eligibility for benefit has been raised from 30 to 39 weeks to compensate for the extended duration of benefit; back pay awards are now considered as pay in determining a claimant's unemployment status; the waiting period has been eliminated under certain circumstances; and, with reference to dual pension and unemployment compensation benefits, individuals receiving or about to receive retirement benefits under a private plan are ineligible for the state payments if they are chargeable to a contributing employer—however, if the retirement payment is less than the unemployment benefit, such employees may receive the difference between the two.

The changes made in the Michigan law are the nearest so far to the President's recommendations.

Wages, Hours and Working Conditions

A 1949 base is being used for the first time for the index of wage rates presented in the two articles below, which deal with recent wage changes in the primary iron and steel industry and the motor vehicle industry. In past years the index numbers have been on the base 1939=100. A future issue of the Labour Gazette will contain a description of improvements that have been made in the methods of computing the index numbers and a table giving index numbers for other branches of industry. The Department's annual report on wage rates, salaries and hours of labour in Canada (1953 figures) will contain index numbers on both a 1939 and 1949 base.

The two articles below contain average wage rates and index numbers derived from the annual wage survey conducted last October by the Economics and Research Branch of the Department.

Primary Iron and Steel Industry

Index of wage rates in the industry rose from 131.6 at October 1952 to 137·0 at October 1953 (1949=100), representing average wage rate increase of 4·1 per cent compared with 6·4 per cent the year before

The index of wage rates for the primary iron and steel industry rose from 131·6 at October 1952 to 137·0 at October 1953, on a base of 1949 as 100. This represents an average increase in wage rates of 4·1 per cent and compares with 6·4 per cent the year before.

The index runs as follows for selected recent years:—

1939— 41·7	1951—123·7
1945— 62·2	1952—131·6
1950—106·0	1953—137·0

These figures are based on the results of the annual survey of wage rates and salaries by the Economics and Research Branch of the Department of Labour. The 1953 survey included reports from 20 primary iron and steel manufacturers employing more than 32,000 workers.

While the index numbers of wage rates are strongly influenced by adjustments in rates of a general or across-the-board variety they are affected also by wage changes applicable to small groups of workers or to individuals. They reflect changes in both time and incentive rates.

During 1953 a number of important upward adjustments were made in wage rates in the industry; these largely account for the rise in the index. Chief among them was a 3-cent-an-hour across-the-board increase to employees of the Dominion Steel and Coal Company at Sydney, N.S. Dosco and Algoma also paid larger general increases late in 1952 which were made retroactive to the spring of that year. These are reflected in the 1953 but not the 1952 index. Several smaller mills raised their wage levels by amounts ranging from 5 to 15 cents an hour.

An important recent wage development in the primary steel industry was the acceptance by the three largest steel producers and the United Steelworkers of America (CIO-CCL) of new joint procedures on job classification to be implemented, for the most part, throughout 1953 and 1954. These called for the adoption of a new standard hourly wage scale based on a 4-cent increment between job classes.

The occupational wage rate averages on which the index numbers for 1952 and 1953 are based are given in Table 1. The 19 occupations included were selected to give a wide cross-section of skills and duties.

Average rates in 1953 varied from $1.46 an hour for labourers to $2.78 for rollers. The ranges of rates applicable to some of the production jobs, such as finishers, heaters and rollers, are especially wide.

TABLE 1.—CANADA AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE PRIMARY IRON AND STEEL INDUSTRY, OCTOBER 1952 AND OCTOBER 1953

Occupation	1952	1953	
	Average Wage Rate Per Hour	Average Wage Rate Per Hour	Range of Rates Per Hour
	$	$	$
Blacksmith	1·66	1·74	1·56—1·89
Carpenter	1·61	1·73	1·65—1·82
Chainman (Crane Chaser; Hookman)	1·47	1·53	1·44—1·68
Charger	1·61	1·68	1·35—2·04
Craneman, Production	1·71	1·80	1·51—2·10
Craneman, Non-Production	1·63	1·67	1·50—1·89
Electrician	1·72	1·80	1·65—1·93
Finisher (Finishing Roller)	2·23	2·40	1·81—3·05
Heater	2·04	2·16	1·51—2·78
Labourer	1·41	1·46	1·44—1·62
Ladleman	1·71	1·77	1·49—1·98
Machinist	1·73	1·80	1·71—1·93
Millwright	1·71	1·78	1·65—1·90
Oiler	1·47	1·58	1·48—1·66
Pipe Fitter, Maintenance	1·68	1·78	1·65—1·90
Roller	2·79	2·78	1·77—3·44
Roll Turner	1·78	1·85	1·69—1·89
Rougher	2·33	2·34	1·77—3·17
Welder	1·69	1·76	1·62—1·86

This partly results from regional and inter-establishment variations in wage rates but mostly from the common practice of employers to pay such workers on an individual or group incentive basis with consequent wide fluctuations in earnings.

Motor Vehicles Industry

Wage rates increased by average of 3.3 per cent in the year ending October 1, 1953, the wage index rising to 129.8 from 126.7 in 1952

During the year ending October 1, 1953, wage rates in the motor vehicles industry increased by an average of 3·3 per cent. The wage index rose from 125·7 in 1952 to 129·8 in 1953, in terms of 1949 as 100. The rise compares with one of 8·4 per cent in 1952.

In recent years the index series is as follows:—

1939— 60·3	1951—116·0
1945— 78·5	1952—125·7
1950—106·0	1953—129·8

These index numbers are based on results obtained from the annual survey of wage rates and salaries conducted by the Economics and Research Branch, Department of Labour. The 1953 survey included reports from 17 establishments manufacturing motor vehicles; these employed approximately 32,000 workers.

While the index numbers of wage rates are strongly influenced by adjustments in rates of a general or across-the-board nature they are affected also by wage changes applicable to small groups or to individuals. They reflect changes in both time and incentive rates.

Small but extensive upward adjustments in rates by the three major automobile manufacturers caused much of the rise in the index. General Motors granted their skilled tradesmen an increase of 7 cents in December 1952 and paid an improvement factor increase of 3 cents to all hourly-rated employees in the summer of 1953. The Ford Motor Company also paid a 4-cent improvement factor increase plus an additional 2 cents an hour. The Chrysler Corporation increased rates by 6 cents. Some of the smaller companies in the industry also adjusted rates upwards.

Wage rate averages are shown in Table 2 for 14 occupations in the industry, as of October 1952 and October 1953. These give an indication of the wage structure of the industry below the first level of supervision.

In 1953 the occupational averages varied from $1.56 an hour for labourers to $1.98 for tool and die makers.

TABLE 2.—CANADA AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE MOTOR VEHICLES INDUSTRY, OCTOBER 1952 AND OCTOBER 1953

Occupation	1952	1953	
	Average Wage Rate Per Hour	Average Wage Rate Per Hour	Range of Rates Per Hour
	$	$	$
Assembler	1·60	1·65	1·58—1·71
Body Trimmer	1·61	1·63	1·26—1·75
Electrician	1·80	1·87	1·68—1·96
Inspector	1·64	1·67	1·61—1·77
Labourer	1·48	1·56	1·44—1·66
Machine Operator	1·61	1·64	1·56—1·77
Machinist	1·62	1·74	1·48—1·87
Metal Finisher (Hand or Machine)	1·68	1·74	1·70—1·77
Millwright	1·79	1·83	1·68—1·88
Painter Spray	1·66	1·73	1·70—1·77
Plater	1·64	1·67	—
Sheet Metal Worker	1·58	1·69	1·65—1·86
Tool and Die Maker	1·87	1·98	1·85—2·06
Welder, Machine	1·67	1·71	1·69—1·73

Conciliation Board Report

(Continued from page 845)

I, therefore, recommend that the members of the union should be counselled to refrain from pressing any of their demands at this time. They will thus serve their own interests best. In the face of the decline in volume increased costs and decreased production can only lead to a "more serious and enduring dislocation in industry" and result in curtailment of employment in industry and on railways alike.

Respectfully submitted.

(Sgd.) M. M. Porter,
Member.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 130 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 72 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production (March Report)	287	$5,391,098.00
Post Office	10	43,790.03

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Raymond Alta: F R Gibbs, construction of three miles of road diversion around west end of ridge reservoir, St. Mary project. *Near Vauxhall Alta:* Square M Construction Ltd, enlargement of canal between Dead Horse Coulee and Lateral "C", Bow River project.

Atomic Energy of Canada Limited

Chalk River Ont: M J Sulpher & Sons Ltd, construction of metallurgical laboratory.

Central Mortgage and Housing Corporation

Ajax Ont: H H Sutton, landscaping, Harwood Ave. *Barriefield Ont:* Harvey Le Comte, landscaping. *Deep River Ont:* Robert J Evans, landscaping, High School. *Fort Frances Ont:* J H Turcotte, *exterior painting. *Fort William Ont:* J H Turcotte, exterior painting. *Guelph Ont:* Borgstrom Bros Ltd, landscaping. *Hamilton Ont:* Shalamar Gardens Ltd, landscaping. *Port Arthur Ont:* Knudsens Painters & Decorators, exterior painting. *Stamford Ont:* Shalamar Gardens Ltd, landscaping. *Stratford Ont:* R H Barnsley, landscaping. *Saskatoon Sask:* Fred Sanders & Sons, exterior painting. *Cold Lake Alta:* Poole Construction Co Ltd, construction of school. *New Westminster B C:* Peter A Wohlberg & Howard Bird, *lawn maintenance, mowing, clipping, etc.

Department of Citizenship and Immigration

Eskasoni N S: Duncan J Grant, construction of two-classroom school, Eskasoni Indian Agency. *Lower French River Ont:* North Construction Co, construction of one-classroom school, Parry Sound Indian Agency. *Naughton Ont:* Edmond Brisson, construction of one-classroom school, Nipissing Indian Agency. *Rat Portage Ont:* E R Norman, construction of one classroom school, Kenora Indian Agency. *Near Punnichy Sask:* S H Brown, electrical rewiring, Gordon's Indian Residential School.

Defence Construction (1951) Limited

Longue Pointe P Q: Grinnell Co of Canada Ltd, installation of fire protection system. *St Hubert P Q:* Armand Sicotte & Sons Ltd, construction of access roads, ditches & storm drains, Command transmitter site, RCAF Station. *Valcartier P Q:* Napoleon Trudel & Fils, construction of barrack blocks & mess. *Barriefield Ont:* T A Andre & Sons Ltd, construction of lecture training bldg; M Sullivan & Son Ltd, construction of RCE offices, stores, workshop (company) & outside services. *Petawawa Ont:* Spiers Bros Ltd, construction of fume exhaust system for tank hangars bldgs. *Fort Churchill Man:* Cotter Bros Ltd, addition to fire protection system. *Indian Head Sask:* Indian Head Plumbing & Heating, installation of low pressure steam heating system, Armoury. *Saskatoon Sask:* Lockerbie & Hole Ltd, alterations to heating system, RCAF Station. *Namao Alta:* Domestic Mining Co Ltd, construction of roads, sidewalks & parking areas, RCAF Station.

Building and Maintenance

Newport Corners N S: Ralph & Arthur Parsons Ltd, ancillary work to standby power bldg. *St Hubert P Q:* P Baillargeon Ltee, enlarging & replacing of part of storm drainage system, RCAF Station. *Hamilton (Mount Hope) Ont:* Walker Bros, application of asbestos shingle siding to bldgs, RCAF Station. *London Ont:* Brant Construction Co Ltd, & Frank's Contracting Co, interior painting of hangars, RCAF Station. *Ottawa Ont:* F E Cummings Construction Co Ltd, alterations & modifications to respirator development laboratory, Shirley Bay. *Winnipeg Man:* Claydon Co Ltd, substructure repairs & cubicling of barrack blocks, RCAF Station. *Vancouver B C:* Coast Quarries Ltd, construction of rip rap wall on causeway, HMCS "Discovery".

National Harbours Board

Halifax Harbour N S: Westeel Products Ltd, replacement of doors in shed 22. *Montreal Harbour P Q:* J Roland Robillard, construction of division walls, sheds 3 & 5.

Department of Northern Affairs and National Resources

Yoho National Park B C: Square M Construction Ltd, construction of abutments & approaches for bridge over Kicking Horse River at mile 4 on Yoho Valley Road.

Department of Public Works

Burgeo Nfld: Newfoundland Engineering & Construction Co Ltd, construction of RCMP detachment bldg. *Springdale Nfld:* J Goodyear & Sons Ltd, construction of RCMP detachment bldg. *Battery Point (Victoria Beach) N S:* Thimot & Comeau, breakwater repairs. *Cheticamp Beach N S:* L G & M H Smith Ltd, harbour improvements (construction of quay wall ramp). *Culloden N S:* Thimot & Comeau, breakwater repairs. *Hantsport N S:* Mosher & Rawding Ltd, wharf reconstruction. *Port Hawkesbury N S:* Port Hawkesbury Marine Railway Co Ltd, *repairs to dredge "Pownal No 2". *Kraut Point N S:* J P Porter Co Ltd, *dredging. *Middle Caraquet N B:* Diamond Construction Co Ltd, *dredging. *Levis P Q:* Geo T Davie & Sons Ltd, *construction & delivery of clamshell dredges. *Les Escoumains P Q:* McNamara Construction Co Ltd, wharf extension. *Mont Louis P Q:* Mannix Ltd, wharf construction. *Montreal P Q:* J J Shea Ltd, alterations & new partitions, etc, Customs Bldg & Customs Examining Warehouse. *Oshawa Ont:* Canadian Dredge & Dock Co Ltd, *dredging. *Ottawa Ont:* A Lanctot Construction Co, installation of ventilating system for cafeteria, Jackson Bldg; Ross-Meagher Ltd, erection of plants products laboratory, Central Experimental Farm; A Lanctot Construction Co, construction of health unit, Confederation Bldg. *Port Hope Ont:* Canadian Dredge & Dock Co Ltd, *dredging. *Toronto Ont:* Richard & B A Ryan Ltd, alterations & additions to Postal Terminal, Union Station. *Morden Man:* J M Wiens, alterations, new post office screen, public bldg. *Blairmore Alta:* C J Oliver Ltd, construction of public bldg. *Vegreville Alta:* J C Haddow, alterations & additions, public bldg. *Massett (Old) B C:* Pacific Piledriving Co Ltd, wharf repairs. *Nanaimo B C:* D Robinson Construction Ltd, additions & alterations to operating theatre, storage & carpenter shop areas, etc, Indian Hospital. *New Westminster B C:* Merchants Cartage Co Ltd, demolition on site of proposed addition to public bldg; Star Shipyard (Mercer's) Ltd, *construction & delivery of twenty wooden discharge pipe pontoons for dredge "PWD No 305". *Ragged Island B C:* McKela & Whelan, abutmen repairs. *Surge Narrows B C:* Horie-Latimer Construction Co Ltd, float renewal. *Vancouver B C:* Allied Builders Ltd, construction & outfitting of 12" portable suction dredge for the Okanagan flood control project. *Fort Simpson N W T:* Carse, Anderson Ltd, plumbing, drainage & heating, maintenance garage.

Department of Transport

Dorval P Q: Tower Co Ltd, construction of public lavatories, Montreal Airport. *Cold Lake Alta:* Wirtanen Electric Co Ltd, construction of airport lighting facilities.

Prices and the Cost of Living*

Consumer Price Index, May 1, 1954

The consumer price index remained practically unchanged between April 1 and May 1, moving from 115·6 to 115·5.

Foods declined from 110·4 to 110·2 as lower quotations for butter, eggs, bananas, oranges and some meat items were more than sufficient to offset increases for coffee, tea, processed cheese, apples, pork, beef and several fresh vegetables.

Because of advances in both the rent and home-ownership components, the shelter index changed from 125·6 to 125·8.

Clothing remained unchanged at 109·9 as small mixed changes were reported for cotton and rayon items.

The household operation group declined 0·7 per cent to 117·3, mainly because of decreases in appliances, furniture and textiles and seasonally lower prices for coal. Increases were reported for linoleum, glassware and ice, while mixed changes were noted in cleaning supplies.

*See Tables F-1 to F-6 at back of book.

Other commodities and services moved up from 117·2 to 117·5, principally because of higher quotations for theatre admissions and hairdressing. Automobile tire prices were generally lower.

The index one year earlier (May 1, 1953) was 114·4. Group indexes on that date were: food 110·1, shelter 122·9, clothing 110·1, household operation 116·6 and other commodities and services 115·1.

City Consumer Price Indexes, April 1, 1954

Consumer price indexes for regional cities registered mixed fractional changes between March 1 and April 1 as five of the ten series advanced, four declined and one remained unchanged.

Food indexes were lower in eight centres; decreases for eggs, beef, veal and potatoes overbalanced higher quotations for coffee, tea, oranges and lettuce. Toronto and Winnipeg showed no over-all change in foods.

Shelter indexes reflected higher rents in five cities while they were unchanged in the remaining five.

Two cities, Saint John and Vancouver, registered significant changes in clothing due principally to adjustments in provincial sales taxes. The Saint John index declined 0·9 per cent while an increase of 1·4 per cent was recorded for Vancouver. Clothing indexes were unchanged in three of the remaining centres, lower in three and higher in two. Scattered decreases were reported for cotton and rayon items while men's and women's topcoats were generally higher.

Increases in postal rates, adjustments in provincial sales taxes in Saint John and Vancouver and higher quotations for cleaning supplies were the predominant changes noted in the indexes for the household operation group.

Other commodities and services indexes moved higher in all cities mainly as a result of increases in health care services. Gasoline prices declined in Toronto while an increase in the New Brunswick gasoline tax was reflected in the Saint John index.

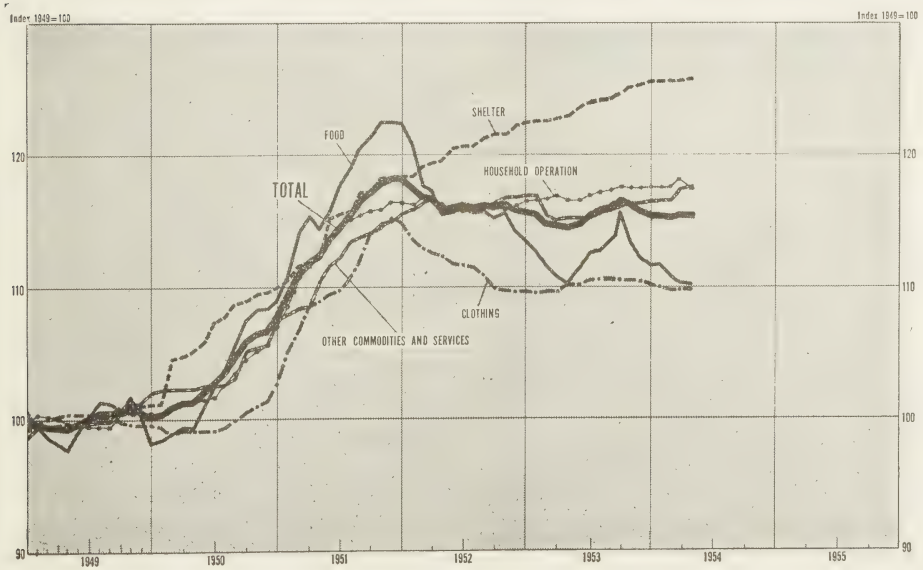
Regional consumer price index point changes between March 1 and April 1 were as follows: Vancouver +0·6 to 116·9; Toronto +0·3 to 117·7; Ottawa +0·2 to 115·5; Winnipeg +0·2 to 114·9; Halifax +0·1 to 113·8; Saint John —0·3 to 115·9; St. John's —0·2 to 102·0*; Saskatoon-Regina —0·1 to 113·6; Edmonton-Calgary —0·1 to 114·3. The index at Montreal remained unchanged at 116·3.

Wholesale Prices, April 1954

Canada's general wholesale price index dipped 0·3 per cent in April to 217·9 from 218·6 in March. Although four of the eight major groups declined, the major part of the decrease occurred in the vegetable products group, which dropped 1·8 per cent to 196·0 from 199·6.

*On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



Mainly responsible for the decline in the vegetable products group was a drop in the price of brewer's malt of 80·3 per cent and which in turn lowered the index of milled cereal foods almost 25 per cent. It reflected a change in the method of collecting the tax on beer, in which the excise duty of 21 cents per pound on brewers' malt was repealed and an excise duty of 38 cents per gallon was imposed upon beer and malt liquor. Small decreases occurred also in automobile tires and tubes, fresh fruits, vegetable oils and potatoes, which outweighed advances in livestock and poultry feeds, cocoa and its products, grain, raw sugar and canned fruits.

The animal products sub-group receded 0·5 per cent to 240·9 from 242·1 as milk and its products, fowl, eggs, leather, hides and raw furs registered losses which proved of more consequence than increases in livestock, beef, carcass, fishery products, bacon and lard.

Iron and its products as a group moved down 0·5 per cent to 214·2 from 215·2, responding to continued declines in steel scrap, as well as lower prices for pig iron and steel pipe. In the non-metallic group an advance in hydrated lime and a higher cost price in Canadian currency for sulphur were more than offset by seasonal declines in crushed stone, sand and gravel and a lower price for United States anthracite coal. As a result the index declined 0·4 per cent to 178·3 from 179·0.

Among the groups to record increases, non-ferrous metals moved up 1·5 per cent to 167·6 from 165·1, under the impetus of higher prices for lead, zinc, copper and its products, gold, tin, solder and silver. Wood, wood products and paper advanced 0·6 per cent to 285·7 from 284·1 as export prices of newsprint, woodpulp and cedar shingles reflected strengthening of the United States dollar; among lumber and timber items, British Columbia fir timber advanced slightly while eastern spruce lumber declined.

The fibres, textile and textile products index rose 0·1 per cent to 233·3 from 233·1, due to higher prices for raw cotton and raw wool which were only partially offset by declines in cotton fabrics, sisal rope, cotton knit goods and wool cloth. Chemical products advanced 0·1 per cent when increases in paint materials slightly overbalanced a decline in muriate of potash.

The composite index of Canadian farm product prices at terminal markets declined 0·6 per cent to 205·5 from 206·7 in March. Field products, at 150·6, declined 0·5 per cent. Grains and eastern potatoes moved lower while western potatoes and hay were slightly above March levels. The animal products sub-group recorded a decline of 0·6 per cent as decreases in butterfat, eggs, eastern milk and poultry outweighed advances in livestock, wool and western milk for cheese manufacture to move the index to 260·4 from 262·0.

Residential building material prices rose 0·1 per cent to 276·1 from 275·9, reflecting increases in black steel pipe, copper pipe, copper wire and certain electrical fixtures; decreases were noted for sand, gravel and shellac. Non-residential building materials, on the other hand, declined 0·2 per cent to 122·6, as sand, gravel, plumbing and heating equipment, metal windows, shellac, linseed oil and spruce lumber all registered fractionally lower. In the plumbing and heating sub-group, advances in black steel pipe and copper pipe were outweighed by declines in galvanized steel pipe, oil burners and range boilers.

1952 Annual Report on Prices and Price Indexes Released

Prices and Price Indexes, published annually by the Dominion Bureau of Statistics, was released at the end of last month. While concerned primarily with prices and price indexes during the four-year period 1949-52, it contains considerable historical data extending back to 1867 in the field of wholesale prices.

Covered in the 232-page report are statistical data in the wholesale, retail, farm and security price fields. Numerous charts have been included to facilitate the study of price movements and price relationships through time, while base period weighting diagrams for the various price index series are provided in an appendix.

The report is available, at a cost of $1.50, from the Queen's Printer, Ottawa.

Strikes and Lockouts

Canada, April 1954*

Although the number of work stoppages resulting from industrial disputes increased during April, the majority of them involved few workers and comparatively little time was lost during the month. Only five of the 33 stoppages in existence during April involved more than 100 workers in each case. These were: safety glass factory workers at Windsor, Ont.; electricians, also at Windsor; welders and helpers at Regina, Sask.; beverage room employees at Calgary, Alta.; and garage workers at St. John's, Nfld.

The question of increased wages and related causes was a factor in 16 of the 33 stoppages during April, causing more than 70 per cent of the total time loss. Of the other disputes, five arose over dismissal or employment of workers; five over reduced hours; three over union questions; two over causes affecting working conditions; one was jurisdictional; and one was a sympathy dispute.

Preliminary figures for April 1954 show 33 stoppages in existence during the month, involving 2,268 workers with a time loss of 24,661 man-days, compared with 18 strikes and lockouts in March 1954, with 1,722 workers involved and a loss of 13,945 days. In April 1953 there were 22 stoppages, 3,626 workers involved and a loss of 29,180 days.

For the first four months of 1954 preliminary figures show a total of 67 strikes and lockouts, involving 14,132 workers, with a time loss of 247,845 man-days. In the same period in 1953 there were 52 strikes and lockouts, 11,917 workers and a loss of 117,005 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in April 1954 was 0·03 per cent of the estimated working time; March 1954, 0·02 per cent; April 1953, 0·03 per cent; the first four months of 1954, 0·07 per cent; and the first four months of 1953, 0·03 per cent.

Of the 33 disputes during April 1954, five were settled in favour of the workers; six in favour of the employers; six were compromise settlements; and three were indefinite in result, work being resumed pending final settlement. At the end of the month 13 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and sawmill workers at Stellarton, N.S., on October 19, 1953.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the *British Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in February 1954 was 183 and 8 were still in progress from the previous month, making a total of 191 during the month. In all stoppages of work in progress 45,300 workers were involved and a time loss of 131,000 days caused.

Of the 183 disputes leading to stoppages of work that began in February, seven, directly involving 900 workers, arose over demands for advances in wages, and 73, directly involving 10,100 workers, over other wage questions; three, directly involving 100 workers, over questions as to working hours; 30, directly involving 6,100 workers, over questions respecting the employment of particular classes or persons; 68, directly involving 6,400 workers, over other questions respecting working arrangements; and two, directly involving 400 workers, over questions of trade union principle.

*See Tables G-1 and G-2 at back of book.

United States

Preliminary figures for March 1954, show 225 work stoppages resulting from labour-management disputes beginning in the month, in which 100,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,300,000 man-days. Corresponding figures for February 1954 were 200 stoppages involving 50,000 workers and a loss of 750,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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2. **Kelly, George.** *Man of Steel; the Story of David J. McDonald.* New York, North American Book Co., c1954. Pp. 181.

3. **MacInnis, Grace (Woodsworth).** *J. S. Woodsworth, a Man to remember.* Toronto, Macmillan, 1953. Pp. 336.

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5. **Griffith, Llewelyn Wyn.** *The British Civil Service, 1854-1954.* London, H.M.S.O., 1954. Pp. 32.

6. **Manitoba. Civil Service Superannuation Board.** *Fourteenth Annual Report for the Fiscal Year ending 31st March 1953.* Winnipeg, 1953. Pp. 18.

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7. **Hazelett, Clarence William.** *Practical Answers to Inflation, Unemployment, Taxation, and Political Leadership.* Greenwich, Conn., Incentivist Publications, 1952. Pp. 243.

8. **Rudge, Fred.** *Economic Information for Employees; helping Employees understand the Operation of their Own Company as a Prerequisite to Their Understanding of the American Business System.* New London, Conn., National Foremen's Institute, 1952. Pp. 209.

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9. **Chamberlin, Coleman R.** *Filing Facts, comprising easily understood Time, Work, and Cost—Saving Ideas for keeping Records in Established Order . . .* New York, National Filing Aid Bureau, 1953. Pp. 67.

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16. **International Labour Office.** *Causes of Accidents in the Coupling of Railway Vehicles, and Related Operations and Measures for Their Prevention.* Report on an inquiry by the International Labour Office, submitted to the Inland Transport Committee of the United Nations Economic Commission for Europe at its January 1954 Session, in response to Resolution No. 44 of the Commission's Subcommittee on Rail Transport. Geneva, 1954. Pp. 22.

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18. **Labor Health Institute, St. Louis.** *The Labor Health Institute in Action, based on 1949 Activities,* by Elmer Richman. St. Louis, 1950. 1 Volume.

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended March 20, 1954			Week Ended Feb. 20, 1954		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population	10,148	5,049	5,099	10,139	5,047	5,092
A. Civilian labour force	5,236	4,044	1,192	5,230	4,046	1,184
Persons at work	4,805	3,671	1,134	4,796	3,665	1,131
35 hours or more	4,459	3,476	983	4,442	3,461	981
Less than 35 hours	346	195	151	354	204	150
Usually work 35 hours or more	153	123	30	160	129	31
(a) laid off for part of the week	10	*	*	*	*	*
(b) on short time	61	50	11	56	45	11
(c) lost job during the week	*	*	*	*	*	*
(d) found job during the week	*	*	*	*	*	*
(e) bad weather	12	12	*	28	27	*
(f) illness	30	21	*	31	22	*
(g) industrial dispute	*	*	*	*	*	*
(h) vacation	*	*	*	*	*	*
(i) other	24	21	*	23	18	*
Usually work less than 35 hours	193	72	121	194	75	119
Persons with jobs not at work	113	89	24	122	103	19
Usually work 35 hours or more	110	88	22	117	99	18
(a) laid off for full week	21	19	*	23	22	*
(b) bad weather	*	*	*	*	*	*
(c) illness	57	43	14	57	44	13
(d) industrial dispute	*	*	*	*	*	*
(e) vacation	17	13	*	17	14	*
(f) other	12	10	*	11	10	*
Usually work less than 35 hours	*	*	*	*	*	*
Persons without jobs and seeking work (1)	318	284	34	312	278	34
B. Persons not in the labour force	4,912	1,005	3,907	4,909	1,001	3,908
(a) Permanently unable or too old to work	186	123	63	184	124	60
(b) keeping house	3,399	*	3,396	3,394	*	3,390
(c) going to school	682	357	325	685	357	328
(d) retired or voluntarily idle	626	510	116	626	505	121
(e) other	19	12	*	20	11	*

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.
* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended March 20, 1954			Week Ended February 20, 1954		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work	332	310	22	325	303	22
Without jobs	318	296	22	312	292	20
Under 1 month	71	—	—	71	—	—
1— 3 months	134	—	—	165	—	—
4— 6 months	91	—	—	59	—	—
7—12 months	17	—	—	13	—	—
13—18 months	*	—	—	*	—	—
19—and over	*	—	—	*	—	—
Worked	14	14	*	13	11	*
1—14 hours	*	*	*	*	*	*
15—34 hours	*	*	*	*	*	*

* Less than 10,000

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED MARCH 20, 1954

(Estimates in thousands)

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
The Labour Force							
Both Sexes	5,236	86	386	1,512	1,927	899	426
Agricultural	791	*	42	212	206	314	16
Non-Agricultural	4,445	85	344	1,300	1,721	585	410
Males	4,044	68	307	1,160	1,451	730	328
Agricultural	768	*	40	209	199	304	15
Non-Agricultural	3,276	67	267	951	1,252	426	313
Females	1,192	18	79	352	476	169	98
Agricultural	23	*	*	*	*	10	*
Non-Agricultural	1,169	18	77	349	469	159	97
All ages	5,236	86	386	1,512	1,927	899	426
14—19 years	492	11	36	179	158	76	32
20—24 years	697	15	49	232	238	117	46
25—44 years	2,449	40	174	705	897	425	208
45—64 years	1,404	18	107	360	549	247	123
65 years and over	194	*	20	36	85	34	17
Persons with Jobs							
All status groups	4,918	80	342	1,390	1,838	868	400
Males	3,760	63	267	1,050	1,373	702	305
Females	1,158	17	75	340	465	166	95
Agricultural	784	*	41	210	203	313	16
Non-Agricultural	4,134	79	301	1,180	1,635	555	384
Paid Workers	3,712	69	257	1,063	1,491	492	340
Males	2,658	53	191	751	1,063	347	253
Females	1,054	16	66	312	428	145	87
Persons Without Jobs and Seeking Work							
Both Sexes	318	*	44	122	89	31	26
Persons not in the Labour Force							
Both Sexes	4,912	154	467	1,349	1,558	933	451
Males	1,005	55	110	249	268	212	111
Females	3,907	99	357	1,100	1,290	721	340

* Less than 10,000

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1953—Total	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1953—January–March	976	3,922	11,950	3,907	2,182	22,937	8,610
1954—January–March	743	5,052	16,389	3,785	2,235	28,223	11,957

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1953—Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1953—January–March	1,355	959	.....	.....	.....	2,369	.....	.....	.....	227	11,889
1954—January–March	1,877	1,142	366	546	2,501	2,577	127	4,161	2,269	173	15,739

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	70	270	52	208	178	28	806
1952—Average	76	299	62	230	197	31	895
1953—Average	73	326	70	251	218	33	971
1951—September	76	282	61	217	182	29	847
October	81	280	60	219	188	30	858
November	83	280	60	223	191	30	867
December	81	286	52	222	188	29	858
1952—January	79	279	49	215	188	29	839
February	80	284	47	216	193	29	849
March	74	290	48	218	193	29	852
April	63	291	53	222	193	30	852
May	69	292	60	227	197	30	875
June	71	292	61	231	200	30	885
July	71	294	70	234	201	31	901
August	78	304	75	234	197	31	919
September	80	312	74	236	198	31	931
October	82	314	77	239	202	32	946
November	83	318	75	242	202	32	952
December	76	322	62	245	205	32	942
1953—January	71	317	58	247†	203	32	928
February	69	322	56	235	207	31	920
March	61	325	57	236	213	32	924
April	61	326	63	253†	213	33	949
May	69	328	72	249	219	32	969
June	75	328	72	253	218	33	979
July	77	325	76	255	219	34	986
August	80	328	81	256	215	33	993
September	81	333	82	258	224	34	1,012
October	78	328	83	259	227	34	1,009
November	77	324	76	258	227	33	995
December	72	330	69	257	228	33	989
1954—January	65	317	56	247	224	32	941
February	66	320	54	249	226	32	947

* Includes Newfoundland, since 1949. † Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,391,789.

Year and Month	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	95·7	.....	93·3	92·1	104·3	97·8	94·7	93·6	97·2	88·1	97·1
1948—Average	99·7	.....	102·6	99·6	105·2	101·2	98·9	97·2	99·5	93·7	101·3
1949—Average	100·0	.....	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1950—Average	101·5	.....	110·3	95·6	102·6	100·5	102·7	100·8	100·8	104·5	100·8
1951—Average	108·8	111·7	112·6	100·3	109·0	109·2	110·4	103·9	106·0	112·4	106·1
1952—Average	111·6	130·2	123·2	104·0	109·5	113·4	112·0	106·0	111·4	120·8	106·7
1953—Average	113·4	140·9	116·4	101·2	101·4	112·8	114·7	107·2	116·0	128·5	108·4
Mar. 1, 1952	107·6	107·8	102·3	98·5	111·9	109·9	108·3	100·7	101·4	110·9	102·6
Jan. 1, 1953	113·0	132·4	116·7	99·3	107·8	113·8	114·5	106·7	113·5	125·7	106·4
Feb. 1, 1953	110·3	125·3	110·8	101·0	100·6	110·6	113·1	104·0	106·2	121·6	101·0
Mar. 1, 1953	110·0	117·8	103·7	97·9	98·6	109·7	112·9	102·5	105·7	122·7	102·1
Apr. 1, 1953	110·0	122·4	104·0	96·9	96·6	108·3	113·2	102·9	105·7	121·6	104·6
May 1, 1953	110·9	133·6	108·3	97·4	94·8	109·1	113·4	104·8	109·2	123·6	106·5
June 1, 1953	112·4	144·1	118·8	100·7	99·6	111·8	113·7	106·7	115·1	127·7	108·1
July 1, 1953	114·9	154·7	119·6	103·9	100·4	113·7	115·7	109·3	119·7	131·3	111·6
Aug. 1, 1953	115·6	156·6	124·6	104·2	105·4	114·0	115·4	110·5	123·3	135·2	114·2
Sept. 1, 1953	116·6	156·0	124·7	104·0	107·1	115·6	116·5	111·1	123·3	135·6	114·7
Oct. 1, 1953	116·9	157·4	119·8	104·7	102·2	116·2	117·1	110·5	123·9	135·0	114·6
Nov. 1, 1953	115·9	149·8	125·2	103·9	101·9	116·3	116·3	108·7	124·1	132·4	110·2
Dec. 1, 1953	114·1	141·2	121·1	100·2	102·3	114·6	114·8	108·8	122·7	130 1	107·1
Jan. 1, 1954	109·9	125·4	105·8	97·5	99·7	108·7	112·3	104·7	115·9	124·7	103·2
Feb. 1, 1954	107·0	113·4	96·0	95·4	97·6	105·7	110·8	100·9	109·5	118·3	97·5
Mar. 1, 1954	106·5	112·9	102·4	95·2	97·0	105·1	110·1	99·6	108·6	119·3	98·1
Percentage Distribution of Employees of Reporting Establishments at March 1, 1954	100·0	0·2	3·4	3·4	2·4	28·3	43·4	5·0	2·4	5·0	8·5

NOTE:—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1947—Average	95·7	80·7	84·2	36.19	97·2	80·4	92·6	36.34
1948—Average	99·7	93·2	93·2	40.06	100·1	92·6	92·5	40.67
1949—Average	100·0	100·0	100·0	42.96	100·0	100·0	100·0	43.97
1950—Average	101·5	106·0	104·4	44.84	100·9	106·2	105·1	46.21
1951—Average	108·8	125·6	115·5	49.61	108·0	126·1	116·6	51.25
1952—Average	111·6	139·7	126·0	54.13	109·3	140·3	127·6	56.11
1953—Average	113·4	151·5	133·4	57.30	113·3	152·4	134·2	59.01
Mar. 1, 1952	107·6	134·7	125·6	53.95	106·5	135·0	126·7	55.72
Jan. 1, 1953	113·0	141·6	125·3	53.81	111·4	139·1	124·9	54.92
Feb. 1, 1953	110·3	145·6	132·0	56.72	111·9	149·7	133·8	58.82
Mar. 1, 1953	110·0	147·0	133·6	57.40	112·7	151·9	134·8	59.25
Apr. 1, 1953	110·0	146·7	133·4	57.33	112·9	152·6	135·2	59.43
May 1, 1953	110·9	148·2	133·9	57.52	113·1	152·9	135·2	59.43
June 1, 1953	112·4	151·5	134·4	57.72	113·4	154·0	135·2	59.43
July 1, 1953	114·9	154·5	134·0	57.57	114·7	155·0	134·5	59.16
Aug. 1, 1953	115·6	155·3	133·9	57.52	114·4	153·9	134·0	58.93
Sept. 1, 1953	116·6	157·0	134·1	57.61	115·6	155·4	133·8	58.83
Oct. 1, 1953	116·9	158·7	135·3	58.11	115·2	157·1	135·8	59.69
Nov. 1, 1953	115·9	157·4	135·3	58.14	113·1	155·0	136·4	59.98
Dec. 1, 1953	114·1	154·9	135·3	58.13	110·9	152·8	137·1	60.29
Jan. 1, 1954	109·9	145·3	131·7	56.56	108·0	143·7	132·5	58.24
Feb. 1, 1954	107·0	146·2	136·1	58.47	108·3	150·0	137·8	60.60
Mar. 1, 1954	106·5	147·6	138·0	59.30	108·1	151·2	139·2	61.20

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels and restaurants, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

Area and Industry	Index Numbers (1949 = 100)						Average Weekly Wages and Salaries in Dollars		
	Employment			Payrolls					
	Mar. 1 1954	Feb. 1 1954	Mar. 1 1953	Mar. 1 1954	Feb. 1 1954	Mar. 1 1953	Mar. 1 1954	Feb. 1 1954	Mar. 1 1953
(a) Provinces									
Newfoundland	112·9	113·4	117·8	170·0	165·8	163·8	56.51	54.90	52.19
Prince Edward Island	102·4	96·0	103·7	132·6	127·6	140·0	43.62	44.80	45.32
Nova Scotia	95·2	95·4	97·9	128·7	126·0	128·4	50.57	49.45	49.05
New Brunswick	97·0	97·6	98·6	131·3	129·4	130·1	51.21	50.15	50.25
Quebec	105·1	105·7	109·7	145·9	144·8	147·1	57.06	56.26	54.98
Ontario	110·1	110·8	112·9	152·7	152·1	151·1	61.41	60.75	59.56
Manitoba	99·6	100·9	102·5	132·3	133·3	131·0	56.36	56.05	54.58
Saskatchewan	108·6	109·5	105·7	146·0	145·2	136·1	55.69	54.96	53.58
Alberta	119·3	118·3	122·7	163·2	159·6	157·8	60.74	59.93	57.76
British Columbia	98·1	97·5	102·1	138·4	133·7	139·9	64.39	62.60	62.59
CANADA	**106·5**	**107·0**	**110·0**	**147·6**	**146·2**	**147·0**	**59.30**	**58.47**	**57.40**
(b) Metropolitan Areas									
St. John's	106·6	106·7	112·4	144·0	141·2	147·2	43.54	42.64	42.14
Sydney	94·7	96·7	104·6	121·9	119·1	134·1	60.42	57.85	60.23
Halifax	116·1	116·7	115·9	159·5	156·9	150·8	48.93	47.85	46.23
Saint John	108·2	108·4	108·4	144·2	143·0	136·1	47.79	47.30	45.18
Quebec	105·0	104·6	106·6	141·4	140·5	137·8	47.80	47.67	46.30
Sherbrooke	97·3	98·9	107·8	129·3	130·6	141·8	47.92	47.61	47.58
Three Rivers	94·7	95·8	95·5	128·5	129·0	122·8	55.76	55.34	52.92
Drummondville	69·7	70·9	86·8	93·6	95·3	115·1	52.18	52.21	51.60
Montreal	109·5	109·7	112·4	151·5	149·8	147·8	57.77	56.98	55.36
Ottawa—Hull	105·0	105·2	107·0	144·3	143·9	139·6	53.93	53.70	51.33
Peterborough	100·2	100·6	94·3	139·7	139·2	128·0	62.50	61.95	60.79
Oshawa	158·4	160·6	164·6	209·0	214·7	223·5	67.19	68.08	69.22
Niagara Falls	149·8	154·1	162·7	234·9	239·6	251·8	71.54	70.94	70.53
St. Catharines	111·2	111·8	123·6	152·3	152·0	166·7	67.38	66.93	66.85
Toronto	118·7	119·0	117·5	166·7	164·4	156·7	62.19	61.17	59.51
Hamilton	105·1	106·1	110·0	141·3	142·8	145·5	62.34	62.46	61.69
Brantford	83·4	80·6	96·2	113·3	106·2	125·5	59.51	57.72	57.13
Galt	99·3	99·3	107·9	137·2	135·6	148·8	54.31	53.71	54.13
Kitchener	103·7	105·2	107·2	142·4	144·2	144·8	55.86	55.76	54.87
Sudbury	133·7	133·7	131·9	181·3	183·3	173·3	72.55	73.38	70.21
London	111·0	111·4	111·9	153·3	150·8	149·5	56.01	54.92	54.28
Sarnia	114·6	116·4	122·7	169·4	172·0	172·1	71.88	71.83	68.43
Windsor	106·2	106·8	112·4	143·9	144·7	153·0	68.32	68.29	69.05
Sault Ste. Marie	108·1	111·1	132·4	140·2	149·2	177·6	66.10	68.49	68.48
Ft. William—Pt. Arthur	102·5	107·8	114·1	137·0	142·8	151·1	60.17	59.62	60.11
Winnipeg	99·3	100·1	101·3	134·2	134·2	133·2	53.65	53.25	51.46
Regina	112·7	112·4	106·8	157·2	152·7	136·9	53.34	51.94	49.33
Saskatoon	112·2	113·1	107·2	158·1	155·9	139·9	52.55	51.42	48.84
Edmonton	132·9	131·3	138·6	185·6	180·4	191·1	56.91	55.98	56.32
Calgary	122·5	122·3	122·2	168·8	164·5	160·8	57.99	56.61	55.13
Vancouver	98·2	98·0	99·9	137·4	133·2	132·4	61.28	59.50	58.21
Victoria	107·3	104·8	110·8	147·7	140·7	150·8	57.31	55.86	57.37
(c) Industries									
Forestry (chiefly logging)	90·0	97·7	103·8	136·4	137·4	165·2	60.53	56.15	61.12
Mining	108·4	105·9	113·4	148·8	146·1	149·7	70.51	70.91	67.70
Manufacturing	108·1	108·3	112·7	151·2	150·0	151·9	61.20	60.60	59.25
Durable Goods[1]	118·2	118·5	123·7	165·2	163·6	168·8	65.67	64.88	64.06
Non-Durable Goods	99·5	99·5	102·8	137·4	136·4	136·7	56.61	56.19	54.21
Construction	89·6	91·7	93·7	137·8	136·1	142·2	63.70	61.48	61.50
Transportation, storage, communication	105·1	105·2	105·1	137·5	135·7	132·8	62.71	61.86	60.77
Public utility operation	109·5	110·0	105·9	158·7	157·9	144·5	69.28	68.61	65.31
Trade	110·4	111·3	110·1	151·1	150·6	141·6	50.65	50.06	47.81
Finance, insurance and real estate	124·9	124·5	123·3	157·3	155·6	145·9	53.20	52.75	50.32
Service[2]	105·8	105·7	105·6	142·5	140·0	132·7	38.91	38.27	36.55
Industrial composite	106·5	107·0	110·0	147·6	146·2	147·0	59.30	58.47	57.40

[1] Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

[2] Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	$	No.	cts.	$	No.	cts.	$
1945—Average	44·3	69·4	30.74	44·7	76·7	34.28	43·7	60·7	26.53
1946—Average	42·7	70·0	29.87	42·8	76·4	32.70	42·6	63·8	27.18
1947—Average	42·5	80·3	34.13	42·7	87·2	37.23	42·3	73·4	31.05
1948—Average	42·2	91·3	38.53	42·3	98·4	41.62	42·0	84·0	35.28
1949—Average	42·3	98·6	41.71	42·5	106·5	45.26	42·0	90·6	38.05
1950—Average	42·3	103·6	43.82	42·5	112·0	47.60	42·2	95·2	40.17
1951—Average	41·8	116·8	48.82	42·0	125·8	52.84	41·7	107·2	44.70
1952—Average	41·5	129·2	53.62	41.6	139·8	58.16	41·3	117·4	48.49
1953—Average	41·3	135·8	56.09	41·6	147·1	61.19	40·9	122·9	50.27
Mar. 1, 1952	41·7	127·8	53.29	41·8	138·4	57.85	41·5	116·0	48.14
*Jan. 1, 1953	38·3	134·0	51.32	38·5	144·5	55.63	38·2	121·8	46.53
Feb. 1, 1953	41·9	134·2	56.23	41·9	145·7	61.05	41·8	120·8	50.49
Mar. 1, 1953	42·1	134·4	56.58	42·4	146·3	62.03	41·7	120·7	50.33
Apr. 1, 1953	42·1	134·9	56.79	42·3	146·7	62.05	41·8	121·3	50.70
May 1, 1953	41·8	135·5	56.64	42·2	146·8	61.95	41·5	122·4	50.80
June 1, 1953	41·7	135·9	56.67	42·1	146·8	61.80	41·3	123·1	50.84
July 1, 1953	41·3	136·2	56.25	41·9	147·0	61.59	40·8	123·5	50.39
Aug. 1, 1953	41·0	136·0	55.76	41·4	147·1	60.90	40·6	123·4	50.10
Sept. 1, 1953	41·0	135·7	55.64	41·3	147·3	60.83	40.8	123·0	50.18
Oct. 1, 1953	41·5	136·6	56.69	41·9	148·5	62.22	41·1	123·7	50.84
Nov. 1, 1953	41·4	137·4	56.88	41·7	148·8	62.05	41·0	124·8	51.17
Dec. 1, 1953	41·2	138·4	57.02	41·7	149·5	62.34	40·7	126·1	51.32
*Jan. 1, 1954	38·5	140·4	54.05	39·1	150·1	58.69	37·8	129·1	48.80
Feb. 1, 1954	40·7	140·4	57.14	40·8	151·4	61.77	40·6	127·9	51.93
Mar. 1, 1954	41·0	140·7	57.69	41·3	151·7	62.65	40·7	128·2	52.18

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1954	Feb. 1, 1954	Mar. 1, 1953	Mar. 1, 1954	Feb. 1, 1954	Mar. 1, 1953
Newfoundland	43·1	44·0	41·0	137·0	140·5	132·9
Nova Scotia	40·9	40·0	41·3	125·6	126·9	119·9
New Brunswick	42·5	41·3	42·7	125·0	126·5	118·6
Quebec	42·4	42·1	43·6	126·8	126·6	120·1
Ontario	40·5	40·3	41·7	148·3	147·9	142·5
Manitoba	40·7	40·5	41·0	134·5	134·8	129·2
Saskatchewan	40·9	40·5	40·8	143·2	141·6	132·4
Alberta	40·2	39·4	40·5	145·7	143·9	137·8
British Columbia	38·1	36·5	38·3	169·4	169·1	163·6
Montreal	41·7	41·1	42·6	132·9	132·9	126·9
Toronto	40·5	40·0	41·2	148·4	147·5	142·3
Hamilton	39·1	39·4	40·5	159·3	159·9	155·0
Windsor	40·1	40·4	42·5	168·7	169·2	164·0
Winnipeg	40·5	40·2	40·8	133·1	133·2	127·9
Vancouver	37·7	36·3	37·5	166·2	164·1	160·3

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1954	Feb. 1 1954	Mar. 1 1953	Mar. 1 1954	Feb. 1 1954	Mar. 1 1953	Mar. 1 1954	Feb. 1 1954	Mar. 1 1953
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	42·4	42·6	42·1	157·5	158·3	152·9	66.78	67.44	64.37
Metal mining	43·7	44·6	44·5	161·0	160·9	154·3	70.36	71.76	68.66
Gold	45·5	46·1	46·4	136·7	133·2	132·4	62.20	61.41	61.43
Other metal	42·7	43·7	43·2	175·4	177·2	168·9	74.90	77.44	72.96
Fuels	39·9	39·3	37·6	154·6	157·4	152·8	61.69	61.86	57.45
Coal	38·3	37·7	35·7	149·4	152·6	149·2	57.22	57.53	53.26
Oil and natural gas	46·1	45·5	45·7	170·7	172·5	164·6	78.69	78.49	75.22
Non-metal	42·7	41·6	42·5	147·9	148·8	146·2	63.15	61.90	62.14
Manufacturing	41·0	40·7	42·1	140·7	140·4	134·4	57.69	57.14	56.58
Food and beverages	41·0	40·9	41·1	122·2	121·7	115·5	50.10	49.78	47.47
Meat products	39·4	39·6	40·1	148·8	148·9	143·5	58.63	58.96	57.54
Canned and preserved fruits and vegetables	40·3	40·3	40·4	109·2	107·8	101·7	44.01	43.44	41.09
Grain mill products	41·9	41·4	42·6	135·4	134·4	124·5	56.73	55.64	53.04
Bread and other bakery products	42·6	42·9	43·9	108·9	108·9	101·9	46.39	46.72	44.73
Distilled and malt liquors	39·2	38·9	40·4	155·1	153·9	140·4	60.80	59.87	56.72
Tobacco and tobacco products	39·3	40·3	40·8	121·9	117·8	117·5	47.91	47.47	47.94
Rubber products	40·6	40·8	42·0	146·1	147·0	142·7	59.32	59.98	59.93
Leather products	40·5	40·4	42·0	98·5	98·6	94·3	39.89	39.83	39.61
Boots and shoes (except rubber)	40·3	40·0	42·0	94·3	94·4	90·7	38.00	37.76	38.09
Textile products (except clothing)	41·0	40·6	42·8	110·4	110·0	106·9	45.26	44.66	45.75
Cotton yarn and broad woven goods	38·6	37·6	40·1	110·4	110·6	109·7	42.61	41.59	43.99
Woollen goods	41·9	41·3	44·6	105·4	104·9	101·7	44.16	43.32	45.36
Synthetic textiles and silk	43·5	44·2	46·0	115·1	113·7	108·0	50.07	50.26	49.68
Clothing (textile and fur)	38·5	37·5	40·3	98·5	98·5	95·1	37.92	36.94	38.33
Men's clothing	38·5	37·6	40·2	96·7	96·9	92·9	37.23	36.43	37.35
Women's clothing	37·6	36·5	38·3	104·4	104·2	102·4	39.25	38.03	39.22
Knit goods	38·8	38·0	41·6	99·6	98·6	94·6	38.64	37.47	39.35
*Wood products	41·7	40·4	42·4	124·8	122·8	119·1	52.04	49.61	50.50
Saw and planing mills	40·9	38·9	41·4	134·0	131·7	127·9	54.81	51.23	52.95
Furniture	42·6	42·6	43·7	113·4	113·0	108·2	48.31	48.14	47.28
Other wood products	43·2	43·0	44·6	106·8	106·5	102·4	46.14	45.80	45.67
Paper products	42·8	43·1	43·7	158·2	158·0	148·9	67.71	68.10	65.07
Pulp and palper mills	43·3	43·8	44·2	169·6	169·5	159·4	73.44	74.24	70.45
Other paper products	41·5	41·2	42·3	124·4	123·3	118·3	51.63	50.80	50.04
Printing publishing and allied industries	39·9	39·8	39·9	164·5	162·2	155·6	65.64	64.56	62.08
*Iron and steel products	40·9	40·4	42·1	156·7	156·2	151·4	64.09	63.10	63.74
Agricultural implements	39·8	39·1	39·9	168·1	166·7	160·0	66.90	65.18	63.84
Fabricated and structural steel	41·2	39·3	41·9	165·6	163·9	159·0	68.23	64.41	66.62
Hardware and tools	41·0	40·5	43·0	141·7	141·6	136·4	58.10	57.35	58.65
Heating and cooking appliances	41·0	39·5	42·4	136·6	136·9	130·6	56.01	54.08	55.37
Iron castings	41·4	40·5	43·0	155·8	155·2	148·9	64.50	62.86	64.03
Machinery manufacturing	42·2	41·9	43·3	151·4	151·0	143·1	63.89	63.27	61.96
Primary iron and steel	39·4	39·4	41·1	169·7	170·4	169·5	66.86	67.14	69.66
Sheet metal products	41·0	40·2	41·5	149·7	147·0	141·6	61.38	59.09	58.76
*Transportation equipment	41·7	41·1	42·8	160·8	161·2	156·9	67.05	66.25	67.15
Aircraft and parts	44·1	44·0	45·6	164·8	165·1	158·1	72.68	72.64	72.09
Motor vehicles	40·6	41·5	43·7	170·5	171·4	168·5	69.22	71.13	73.63
Motor vehicle parts and accessories	40·2	39·4	42·3	161·2	161·7	156·4	64.80	63.71	66.16
Railroad and rolling stock equipment	40·3	39·1	40·0	159·9	159·5	156·8	64.44	62.36	62.72
Shipbuilding and repairing	42·9	41·1	43·0	147·9	147·6	145·2	63.45	60.66	62.44
*Non-ferrous metal products	40·9	41·0	41·6	157·8	158·2	148·7	64.54	64.86	61.86
Aluminum products	40·6	40·8	42·7	146·8	148·2	138·5	59.60	60.47	59.14
Brass and copper products	41·1	41·2	42·3	147·8	147·1	140·6	60.75	60.61	59.47
Smelting and refining	41·0	40·9	41·3	170·3	171·6	161·5	69.82	70.18	66.70
*Electrical apparatus and supplies	40·3	40·2	41·8	148·9	148·9	142·0	60.01	59.86	59.36
Heavy electrical machinery and equipment	40·2	40·1	42·2	164·3	164·7	158·1	66.05	66.04	66.72
*Non-metallic mineral products	43·3	43·2	43·9	141·7	140·0	133·6	61.36	60.48	58.65
Clay products	44·2	44·4	44·1	132·5	131·0	124·1	58.57	58.16	54.73
Glass and glass products	43·4	43·7	45·4	139·7	137·9	129·4	60.63	60.26	58.75
Products of petroleum and coal	41·1	41·2	40·7	183·4	183·5	176·8	75.38	75.60	71.96
Chemical products	41·6	41·6	41·9	141·9	141·9	135·9	59.03	59.03	56.94
Medicinal and pharmaceutical preparations	41·5	41·3	41·3	118·8	118·4	111·8	49.30	48.90	46.17
Acids, alkalis and salts	41·4	42·1	41·4	161·9	160·8	154·5	67.03	67.70	63.96
Miscellaneous manufacturing industries	41·3	40·8	41·9	115·3	115·3	109·3	47.62	47.04	45.80
*Durable goods	41·3	40·8	42·4	151·7	151·4	146·3	62.65	61.77	62.03
Non-durable goods	40·7	40·6	41·7	128·2	127·9	120·7	52.18	51.93	50.33
Construction	41·5	39·7	42·3r	151·3	151·5	144·4r	62.79	60.15	61.08
Buildings and structures	40·1	38·5	41·2	165·9	165·1	155·9	66.53	63.56	64.23
Highways, bridges and streets	43·1	41·3	43·0r	117·8	120·1	113·1r	50.77	49.60	48.63r
Electric and motor transportation	45·8	46·0	45·4	139·4	139·0	133·0	63.85	63.94	60.38
Service	41·3	40·8	42·5	83·4	82·1	77·3	34.44	33.50	32.85
Hotels and restaurants	42·0	41·5	43·6	83·8	82·6	76·9	35.20	34.28	33.53
Laundries and dry cleaning plants	40·9	40·2	41·1	78·4	77·0	74·3	32.07	30.95	30.54

* Durable manufactured goods industries.
r—Revised.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.74	73·7	75·0	98·3
Monthly Average 1946	42·7	70·0	29.87	71·6	77·5	92·4
Monthly Average 1947	42·5	80·3	34.13	81·8	84·8	96·5
Monthly Average 1948	42·2	91·3	38.53	92·4	97·0	95·3
Monthly Average 1949	42·3	98·6	41.71	100·0	100·0	100·0
Monthly Average 1950	42·3	103·6	43.82	105·1	102·9	102·1
Monthly Average 1951	41·8	116·8	48.82	117·0	113·7	102·9
Monthly Average 1952	41·5	129·2	53.62	128·6	116·5	110·4
Monthly Average 1953	41·3	135·8	56.09	134·5	115·5	116·5
Week Preceding:						
March 1, 1953	42·1	134·4	56.58	135·7	114·8	118·2
April 1, 1953	42·1	134·9	56.79	136·2	114·6	118·8
May 1, 1953	41·8	135·5	56.64	135·8	114·4	118·7
June 1, 1953	41·7	135·9	56.67	135·9	114·9	118·3
July 1, 1953	41·3	136·2	56.25	134·9	115·4	116·9
August 1, 1953	41·0	136·0	55.76	133·7	115·7	115·6
September 1, 1953	41·0	135·7	55.64	133·4	116·2	114·8
October 1, 1953	41·5	136·6	56.69	135·9	116·7	116·5
November 1, 1953	41·4	137·4	56.88	136·4	116·2	117·4
December 1, 1953	41·2	138·4	57.02	136·7	115·8	118·0
January 1, 1954	41·0*	140·4	57.56	138·0	115·7	119·3
February 1, 1954	40·7	140·4	57.14	137·0	115·7	118·4
March 1, 1954 (1)	41·0	140·7	57.69	138·3	115·5	119·7

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are: January 1, 1954, 38·5 hours $54.05.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1948	28,602	21,335	49,937	123,130	42,082	165,212
May 1, 1949	21,673	21,840	43,513	158,794	44,932	203,726
May 1, 1950	16,687	15,009	31,696	327,225	77,983	405,208
May 1, 1951	36,940	15,513	52,453	163,310	54,201	217,511
May 1, 1952	25,778	16,332	42,110	241,885	68,351	310,236
May 1, 1953	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953	19,382	17,772	37,154	111,524	52,357	163,881
September 1, 1953	24,203	20,321	44,524	113,191	48,634	161,825
October 1, 1953	24,025	17,806	41,831	117,827	53,453	171,280
November 1, 1953	15,282	13,058	28,340	144,520	60,997	205,517
December 1, 1953	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954 (1)	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954 (1)	14,942	15,335	30,277	378,873	86,818	465,691

* —Current vacancies only. Deferred vacancies are excluded.
(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31, 1954 [1]

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from Feb. 27 1954	Change from March 31 1953
Agriculture, Fishing, Trapping	**1,116**	**311**	**1,427**	+ **723**	− **101**
Forestry	**330**	**4**	**334**	− **446**	− **127**
Mining, Quarrying and Oil Wells	**806**	**44**	**850**	+ **590**	− **268**
Metal Mining	420	12	432	+ 307	− 374
Fuels	285	15	300	+ 237	+ 147
Non-Metal Mining	9	2	11	+ 1	− 39
Quarrying, Clay and Sand Pits	13	.....	13	+ 3	− 36
Prospecting	79	15	94	+ 42	+ 34
Manufacturing	**2,795**	**2,235**	**5,030**	+ **510**	− **4,937**
Foods and Beverages	276	137	413	+ 177	− 489
Tobacco and Tobacco Products	12	1	13	− 8	− 4
Rubber Products	25	14	39	− 24	− 40
Leather Products	53	150	203	+ 10	− 230
Textile Products (except clothing)	78	128	206	+ 46	− 210
Clothing (textile and fur)	118	1,072	1,190	− 36	− 942
Wood Products	403	79	482	+ 187	− 9
Paper Products	108	37	145	+ 7	− 199
Printing, Publishing and Allied Industries	149	86	235	+ 28	− 147
Iron and Steel Products	398	109	507	+ 21	− 503
Transportation Equipment	504	69	573	+ 155	− 1,186
Non-Ferrous Metal Products	97	36	133	− 11	− 237
Electrical Apparatus and Supplies	211	92	303	− 79	− 261
Non-Metallic Mineral Products	43	17	60	− 16	− 87
Products of Petroleum and Coal	59	8	67	− 9	− 58
Chemical Products	164	102	266	+ 26	− 233
Miscellaneous Manufacturing Industries	97	98	195	+ 36	− 102
Construction	**1,029**	**82**	**1,111**	+ **255**	− **1,837**
General Contractors	768	55	823	+ 214	− 1,648
Special Trade Contractors	261	27	288	+ 41	− 189
Transportation, Storage and Communication	**902**	**290**	**1,192**	+ **333**	− **343**
Transportation	707	113	820	+ 193	− 330
Storage	21	11	32	+ 8	− 54
Communication	174	166	340	+ 132	+ 41
Public Utility Operation	**71**	**28**	**99**	+ **20**	− **334**
Trade	**1,887**	**2,040**	**3,927**	+ **695**	− **1,488**
Wholesale	604	503	1,107	+ 127	− 342
Retail	1,283	1,537	2,820	+ 568	− 1,146
Finance, Insurance and Real Estate	**812**	**820**	**1,632**	+ **126**	− **229**
Service	**2,509**	**6,337**	**8,846**	+ **2,319**	− **1,536**
Community or Public Service	211	864	1,075	+ 26	− 305
Government Service	1,319	595	1,914	+ 582	+ 432
Recreation Service	109	93	202	+ 84	− 14
Business Service	378	352	730	+ 157	− 153
Personal Service	492	4,433	4,925	+ 1,470	− 1,496
Grand Total	**12,257**	**12,191**	**24,448**	+ **5,125**	− **11,200**

[1] Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT APRIL 1, 1954 [1]

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies[2]			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,832	637	2,469	6,423	1,190	7,613
Clerical workers	1,319	3,355	4,674	14,243	21,390	35,633
Sales workers	1,477	1,075	2,552	6,263	12,648	18,911
Personal and domestic workers	849	5,299	6,148	38,500	19,043	57,543
Seamen	28	.....	28	3,119	12	3,131
Agriculture and fishing	1,236	25	1,261	3,977	885	4,862
Skilled and semiskilled workers	3,481	1,577	5,058	226,943	24,870	251,813
Food and kindred products (inc. tobacco)	56	20	76	2,312	743	3,055
Textiles, clothing, etc.	88	1,180	1,268	5,509	16,227	21,736
Lumber and wood products	268	6	274	41,078	237	41,315
Pulp, paper (inc. printing)	77	10	87	1,293	447	1,740
Leather and leather products	41	92	133	1,716	1,120	2,836
Stone, clay and glass products	14	1	15	584	72	656
Metalworking	377	19	396	18,333	1,372	19,705
Electrical	109	4	113	2,790	1,175	3,965
Transportation equipment	4	3	7	991	91	1,082
Mining	310	.....	310	2,930	.....	2,930
Construction	430	.....	430	66,901	8	66,909
Transportation (except seamen)	404	14	418	39,269	119	39,388
Communications and public utility	52	.....	52	1,318	4	1,322
Trade and service	172	156	328	3,977	1,739	5,716
Other skilled and semiskilled	953	65	1,018	25,944	1,109	27,053
Foremen	57	7	64	5,532	394	5,926
Apprentices	69	.....	69	6,466	13	6,479
Unskilled workers	1,212	325	1,537	166,652	21,895	188,547
Food and tobacco	70	72	142	6,585	6,414	12,999
Lumber and lumber products	240	32	272	25,701	438	26,139
Metalworking	70	6	76	10,593	750	11,343
Construction	278	.....	278	82,040	6	82,046
Other unskilled workers	554	215	769	41,733	14,287	56,020
GRAND TOTAL	**11,434**	**12,293**	**23,727**	**466,120**	**101,933**	**568,053**

[1] Preliminary—subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

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TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MARCH, 1954, LIVE APPLICATIONS AT APRIL 29, 1954

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C.757 ([2]) Live Applications at April 1,1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Newfoundland	**149**	**350**	**152**	**22**	**20,001**	**5,158**	**306**	**186**	**23**	**25**	**21,137**	**19,638**
Corner Brook	3	48	10	.....	3,923	1,265	35	19	13	.....	4,411	4,154
Grand Falls	15	27	21	.....	1,418	653	24	4	.....	.....	1,742	1,640
St. John's	131	275	121	22	14,660	3,240	247	163	10	25	14,984	13,844
Prince Edward Island	**80**	**402**	**126**	.....	**4,273**	**888**	**431**	**228**	**91**	**23**	**4,101**	**2,523**
Charlottetown	58	259	99	.....	2,672	532	258	152	39	13	2,617	1,359
Summerside	22	143	27	.....	1,601	356	173	76	52	10	1,484	1,164
Nova Scotia	**814**	**2,715**	**1,083**	**11**	**25,732**	**8,811**	**2,874**	**1,579**	**517**	**51**	**26,979**	**20,491**
Amherst	2	117	3	.....	906	454	132	115	1	6	1,079	799
Bridgewater	35	33	32	.....	1,250	528	37	22	5	2	1,348	950
Halifax	637	1,397	848	3	5,258	2,661	1,376	615	302	7	5,191	4,478
Inverness	.....	11	.....	.....	928	134	7	7	.....	.....	987	955
Kentville	63	80	64	2	3,031	500	98	64	.....	6	3,084	1,890
Liverpool	8	18	6	.....	655	169	15	13	.....	.....	637	521
New Glasgow	16	420	23	6	3,298	1,085	449	377	19	5	3,660	2,167
Springhill	3	45	19	.....	634	357	44	27	2	3	817	723
Sydney	18	433	51	.....	5,798	1,834	519	229	160	1	6,220	5,141
Truro	17	96	19	.....	1,287	719	114	80	2	1	1,513	1,053
Yarmouth—Shelburne	15	65	18	.....	2,687	370	83	30	26	20	2,443	1,814
New Brunswick	**971**	**2,069**	**944**	**112**	**30,119**	**9,974**	**2,066**	**1,035**	**392**	**39**	**31,837**	**26,514**
Bathurst	26	67	23	.....	4,368	930	85	40	22	10	4,432	3,927
Campbellton	65	139	46	.....	2,076	1,277	119	111	1	1	2,660	2,609
Edmundston	4	76	14	.....	2,521	836	68	45	6	6	2,706	1,522
Fredericton	174	138	116	1	2,698	771	174	98	11	.....	3,008	2,305
Minto	7	16	3	.....	930	793	29	19	1	2	1,251	1,015
Moncton	316	948	467	109	7,475	2,058	840	356	222	3	7,070	4,722
Newcastle	21	52	7	1	2,474	763	44	9	22	5	2,659	2,458
Saint John	276	517	183	1	3,657	1,466	580	279	94	7	3,874	4,324
St. Stephen	71	60	67	.....	2,143	349	63	37	13	1	1,985	1,689
Sussex	6	23	4	.....	457	172	24	20	.....	3	541	480
Woodstock	5	33	14	.....	1,320	559	40	21	.....	1	1,651	1,463
Quebec	**6,058**	**20,495**	**7,138**	**189**	**191,815**	**76,329**	**21,367**	**11,371**	**2,740**	**199**	**204,923**	**162,754**
Asbestos	26	209	72	43	772	327	105	84	14	.....	775	650
Beauharnois	2	59	4	1	1,134	253	52	40	.....	.....	1,099	940
Buckingham	5	45	6	.....	1,404	476	58	30	11	4	1,704	1,635
Causapscal	2	17	3	.....	2,342	1,312	18	16	.....	1	3,195	2,939

Chandler	8	4	1	.....	2,292	345	16	2	.....	.....	2,229	1,175
Chicoutimi	158	232	72	8	2,501	1,126	486	196	28	3	2,500	2,185
Dolbeau	11	71	3	.....	1,824	931	79	39	3	4	2,359	2,172
Drummondville	42	153	41	.....	3,293	697	201	108	1	17	3,200	2,228
Farnham	32	41	35	1	989	269	52	21	1	11	1,090	985
Forestville	8	38	4	19	1,639	683	23	23	.....	.....	2,126	1,960
Gaspe	1	8	8	.....	1,686	346	21	.....	.....	.....	1,781	1,174
Granby	21	226	27	1	1,969	894	287	204	8	2	1,811	1,590
Hull	54	178	62	7	3,884	1,463	208	98	9	14	4,180	2,757
Joliette	29	111	40	.....	4,105	1,013	136	61	5	.....	3,830	2,828
Jonquiere	54	242	58	11	2,817	998	390	185	8	14	2,968	2,334
Lachute	7	86	15	2	958	297	92	63	7	.....	918	590
La Malbaie	1	18	1	.....	2,609	641	22	17	.....	.....	2,883	1,677
La Tuque	8	59	19	6	794	453	56	32	.....	.....	946	984
Levis	80	279	96	5	4,507	1,434	296	206	9	11	4,581	3,229
Louiseville	15	47	11	1	1,339	508	37	38	1	.....	1,495	1,185
Maniwaki	2	26	5	.....	1,160	1,185	48	20	3	.....	1,679	1,461
Matane	7	54	6	7	3,230	1,405	71	40	.....	1	3,956	2,901
Megantic	2	51	6	.....	1,269	626	50	42	.....	.....	1,534	1,313
Mont-Laurier	6	14	9	.....	1,206	773	9	4	.....	.....	1,821	1,570
Montmagny	11	37	18	.....	1,916	834	29	13	.....	.....	2,313	2,000
Montreal	3,732	12,765	4,645	.....	63,693	27,180	11,627	6,224	2,256	7	62,506	50,896
New Richmond	3	22	8	.....	1,897	396	28	5	10	1	1,994	1,497
Port Alfred	2	33	13	.....	1,224	666	50	19	.....	4	1,655	1,423
Quebec	481	1,369	595	2	15,253	6,045	2,151	825	100	16	15,626	10,810
Rimouski	18	82	33	2	4,695	1,660	133	51	.....	17	5,229	4,822
Riviere du Loup	167	160	190	.....	5,098	1,988	200	84	27	2	6,197	4,972
Roberval	18	24	7	3	1,224	583	21	18	.....	.....	1,553	1,654
Rouyn	75	208	136	1	2,855	1,966	191	86	13	3	3,721	4,289
Ste. Agathe	8	53	2	4	1,336	521	53	41	1	.....	1,614	1,121
Ste. Anne de Bellevue	14	91	18	.....	1,356	254	102	76	2	1	1,147	646
Ste. Therese	25	113	45	4	1,956	567	125	64	7	.....	1,811	1,440
St. Georges Est	234	260	55	1	2,614	1,665	335	270	3	.....	3,575	3,168
St. Hyacinthe	128	193	137	3	2,763	587	247	135	34	1	2,591	1,830
St. Jean	63	233	113	2	2,169	683	287	128	1	.....	2,053	1,908
St. Jerome	49	122	14	.....	2,045	648	156	113	10	1	2,008	1,449
St. Joseph d'Alma	8	92	16	.....	2,930	716	93	58	11	.....	3,069	2,687
Sept Iles	13	241	28	18	1,299	575	198	182	16	.....	1,568	1,413
Shawinigan Falls	16	163	7	2	5,365	1,956	218	129	13	5	5,790	3,851
Sherbrooke	144	620	151	15	5,537	2,023	647	360	88	11	5,586	4,142
Sorel	20	105	26	.....	2,404	501	119	75	.....	.....	2,217	1,986
Thetford Mines	27	194	36	1	1,850	557	232	163	2	8	1,818	1,599
Three Rivers	111	493	140	4	6,523	2,139	764	380	28	31	6,884	4,072
Val d'Or	21	103	21	4	1,937	1,481	93	61	2	1	2,669	2,643
Valleyfield	29	216	47	2	2,465	743	275	152	1	4	2,368	1,795
Victoriaville	60	154	33	9	2,697	940	180	90	7	4	2,671	2,179
Ontario	**8,755**	**27,335**	**10,162**	**410**	**161,310**	**88,583**	**39,306**	**16,016**	**3,561**	**519**	**168,951**	**135,045**
Arnprior	19	85	13	1	469	160	113	90	.....	.....	469	288
Barrie	116	345	133	6	1,488	779	455	224	19	.....	1,539	1,096
Belleville	32	188	36	1	1,722	649	197	121	19	18	1,770	1,344
Bracebridge	56	276	205	2	1,271	549	184	117	1	.....	1,434	1,214
Brampton	15	148	45	15	616	396	103	79	8	.....	621	427
Brantford	90	452	91	10	2,708	1,970	516	316	53	10	2,794	2,216
Brockville	35	170	49	1	505	306	181	140	10	5	466	306
Carleton Place	.....	74	.....	.....	757	165	100	71	3	.....	789	433
Chatham	61	175	37	3	2,285	1,004	225	89	54	1	2,507	1,852
Cobourg	13	194	13	.....	651	221	259	183	4	.....	615	293

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MARCH, 1954, LIVE APPLICATIONS AT APRIL 29, 1954

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C.757 [2] Live Applications at April 1,1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
Ontario—Con.												
Collingwood	23	93	20	3	880	244	83	53	23	.....	847	588
Cornwall	79	618	82	2	3,585	1,034	651	518	25	7	3,174	1,907
Fort Erie	10	54	11	.....	716	175	83	40	.....	1	662	393
Fort Frances	24	28	15	2	386	359	48	17	1	7	585	460
Fort William	89	279	93	18	3,032	1,554	283	178	30	11	3,639	3,194
Galt	51	186	61	2	1,439	843	189	127	22	15	1,480	1,127
Gananoque	4	43	8	.....	380	106	57	31	6	2	320	232
Goderich	25	118	49	6	617	269	116	52	18	1	596	373
Guelph	94	257	102	16	1,753	800	292	138	21	5	1,703	1,481
Hamilton	356	1,508	425	3	12,728	7,257	2,034	796	365	10	12,775	11,688
Hawksebury	27	46	34	.....	1,018	254	54	29	.....	2	954	758
Ingersoll	22	133	32	1	717	530	151	84	28	.....	949	617
Kapuskasing	54	237	22	1	967	1,050	307	222	.....	.....	1724	1,944
Kenora	17	25	14	.....	676	324	19	12	2	.....	740	497
Kingston	127	948	184	82	1,737	1,314	993	738	20	.....	1,655	1,309
Kirkland Lake	19	107	14	.....	1,408	504	142	74	9	10	1,461	1,432
Kitchener—Waterloo	137	360	159	1	3,036	1,223	454	228	38	7	2,608	1,994
Leamington	23	136	34	3	730	665	191	70	33	.....	889	717
Lindsay	21	56	39	.....	929	282	47	17	2	.....	934	661
Listowel	11	53	26	8	513	137	40	23	2	.....	499	305
London	431	1,232	483	19	4,332	3,274	1,387	616	198	21	4,433	4,006
Midland	23	189	16	8	1,412	325	194	173	12	1	1,277	836
Napanee	10	20	6	.....	820	181	51	13	2	17	792	434
New Toronto	80	496	145	36	2,212	1,261	528	224	44	10	1,988	1,513
Niagara Falls	33	460	48	13	2,216	1,112	457	263	42	6	2,092	1,657
North Bay	28	442	50	1	9,138	1,393	445	141	207	.....	2,394	1,821
Oakville	112	175	117	7	521	681	221	120	11	10	695	455
Orillia	30	199	26	1	1,176	379	304	145	47	.....	1,052	707
Oshawa	80	426	126	8	3,711	1,822	458	252	76	4	3,656	3,036
Ottawa	1,027	1,555	1,034	14	5,379	3,305	1,626	777	258	15	5,513	3,927
Owen Sound	87	175	72	15	2,286	496	266	102	24	1	2,171	1,251
Parry Sound	.....	26	1	.....	605	206	42	18	4	17	633	376
Pembroke	69	364	78	9	1,642	1,298	407	153	136	5	2,064	1,749
Perth	25	37	26	1	703	148	52	32	.....	1	653	536
Peterborough	29	343	74	.....	2,683	1,277	406	271	4	.....	2,856	2,265
Picton	9	56	5	.....	637	160	86	57	.....	.....	561	374
Port Arthur	95	293	59	13	4,442	2,752	307	206	35	10	5,849	5,261
Port Colborne	21	47	15	6	964	260	27	16	5	.....	871	675
Prescott	29	86	17	6	969	223	111	85	1	8	846	661
Renfrew	7	49	7	.....	914	211	47	33	9	.....	880	665
St. Catharines	135	477	157	3	3,739	1,841	667	338	44	29	3,824	3,027
St. Thomas	60	184	53	1	948	647	248	140	12	1	1,056	1,025

Sarnia	50	290	46	1	2,549	1,088	420	205	55	2	2,413	1,550
Sault Ste. Marie	93	192	84	1	3,732	1,402	273	115	53	12	4,087	4,125
Simcoe	30	149	55	3	1,253	795	222	99	2	1	1,505	975
Sioux Lookout	6	47	6	.....	271	198	38	33	2	.....	359	343
Smiths Falls	12	55	11	1	564	129	61	34	7	.....	506	310
Stratford	34	187	60	.....	1,013	605	231	89	57	9	1,116	860
Sturgeon Falls	2	104	4	.....	1,300	738	113	27	71	.....	1,648	1,455
Sudbury	161	376	54	.....	4,184	2,919	546	246	71	2	5,540	4,166
Timmins	66	305	60	.....	2,171	1,387	399	174	65	2	2,793	2,384
Toronto	3,931	8,737	4,785	22	36,292	22,702	8,467	4,392	993	194	36,646	29,099
Trenton	38	216	35	.....	1,208	748	313	185	15	.....	1,115	942
Walkerton	23	88	27	.....	753	270	219	67	.....	3	780	544
Wallaceburg	1	78	3	2	815	330	84	61	10	.....	852	620
Welland	15	161	10	1	3,173	1,232	205	121	22	5	3,253	2,838
Weston	87	401	82	29	1,075	1,222	447	311	2	14	1,547	848
Windsor	108	1,077	145	1	6,187	4,034	1,175	704	129	4	6,553	5,767
Woodstock	28	167	35	1	802	409	189	101	20	3	884	816
Manitoba	**1,670**	**5,638**	**2,252**	**22**	**28,568**	**12,631**	**6,108**	**2,126**	**1,933**	**28**	**26,794**	**20,375**
Brandon	190	437	280	3	2,023	959	378	183	58	2	2,041	1,612
Dauphin	15	75	29	.....	1,254	352	70	38	18	.....	1,197	976
Flin Flon	16	72	29	1	237	217	69	24	19	.....	253	247
Portage la Prairie	40	141	69	2	1,299	303	128	93	2	.....	1,108	714
The Pas	24	18	14	10	166	58	3	1	2	.....	124	113
Winnipeg	1,385	4,895	1,831	6	23,589	10,742	5,460	1,787	1,834	26	22,071	16,713
Saskatchewan	**1,458**	**3,769**	**2,198**	**51**	**17,093**	**7,142**	**3,812**	**1,855**	**492**	**44**	**16,298**	**10,146**
Estevan	25	112	41	1	416	144	124	81	.....	1	373	230
Moose Jaw	177	391	219	8	1,607	867	393	231	22	2	1,600	1,002
North Battleford	50	124	71	8	1,495	276	86	66	.....	.....	1,322	977
Prince Albert	56	240	63	3	1,857	706	269	194	16	.....	1,783	1,654
Regina	476	1,492	833	10	3,465	2,167	1,234	584	321	20	3,285	1,780
Saskatoon	438	907	618	5	4,727	1,937	1,256	422	118	19	4,574	2,384
Swift Current	92	225	130	6	998	345	219	162	7	1	959	453
Weyburn	64	113	90	7	452	172	78	49	1	.....	401	253
Yorkton	80	165	133	3	2,076	528	153	66	7	1	2,001	1,413
Alberta	**3,006**	**6,570**	**3,834**	**121**	**28,387**	**15,167**	**7,375**	**3,152**	**905**	**216**	**28,249**	**22,866**
Blairmore	2	26	7	1	563	88	17	17	.....	.....	531	736
Calgary	966	2,025	1,137	12	8,395	4,612	2,227	924	354	28	8,071	6,772
Drumheller	16	102	12	19	449	398	79	76	.....	.....	668	575
Edmonton	1,552	3,290	2,070	10	13,246	7,655	4,290	1,669	486	179	13,297	9,974
Edson	109	118	79	36	280	407	86	61	.....	.....	378	599
Lethbridge	185	496	309	8	3,157	924	347	209	34	7	3030	2,052
Medicine Hat	60	203	72	.....	1,138	503	226	101	29	2	1,101	836
Red Deer	83	190	85	2	1,073	551	100	92	2	.....	1,100	1,257
Yellowknife	33	120	63	33	86	29	3	3	.....	.....	73	65

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MARCH, 1954, LIVE APPLICATIONS AT APRIL 29, 1954

Office	[1] Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)							Source: U.I.C.757 [2] Live Applications at April 1, 1954
								Placements				
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period	
British Columbia	**1,919**	**11,124**	**3,054**	**118**	**69,514**	**28,680**	**12,527**	**6,057**	**2,460**	**95**	**58,453**	**45,340**
Chilliwack	53	434	103	1	2,239	500	467	333	28	1	1,777	973
Courtenay	141	270	41	39	2,057	448	340	312	8	2	1,388	644
Cranbrook	3	26	11	.....	1,400	291	25	15	1	.....	1,309	1,085
Dawson Creek	12	106	9	2	432	225	110	101	.....	.....	482	613
Duncan	30	518	40	9	1,301	505	528	424	20	2	591	329
Kamloops	43	222	52	3	1,145	568	257	179	10	.....	984	1,073
Kelowna	4	172	15	.....	1,548	404	173	154	5	1	1,356	778
Mission City	11	355	126	1	1,851	512	306	212	20	5	1,302	881
Nanaimo	48	255	44	.....	2,676	440	311	214	21	43	1,609	1,076
Nelson	6	72	10	.....	2,077	340	69	49	15	.....	1,856	1,179
New Westminster	125	1,018	128	9	7,699	3,772	1,225	793	115	5	6,318	4,502
Penticton	12	219	9	1	1,721	439	243	74	140	.....	1,405	976
Port Alberni	10	382	103	.....	739	348	365	251	8	.....	372	271
Prince George	71	316	40	9	1,624	1,252	420	279	17	1	1,867	2,428
Prince Rupert	31	106	31	1	1,612	386	122	64	7	.....	1,196	949
Princeton	.....	54	1	.....	492	129	56	53	.....	.....	404	272
Trail	13	72	12	.....	1,739	421	90	26	33	.....	1,678	1,409
Vancouver	1,085	4,681	1,614	10	30,331	14,708	5,758	1,760	1,529	34	26,755	21,315
Vernon	16	233	26	.....	2,370	621	241	205	14	.....	1,870	1,093
Victoria	141	1,124	265	2	4,055	2,097	1,264	420	469	1	3,452	2,964
Whitehorse	64	489	374	31	406	274	157	139	.....	.....	482	530
Canada	**24,880**	**80,377**	**30,943**	**1,056**	**579,812**	**253,363**	**87,172**	**43,605**	**13,114**	**1,239**	**587,722**	**465,691**
MALES	14,314	44,622	17,734	952	470,761	188,261	47,914	27,394	5,208	1,112	481,668	378,873
FEMALES	10,566	35,755	13,209	104	109,051	65,102	39,258	16,211	7,906	127	106,054	86,818

[1] Includes current and deferred vacancies.
[2] Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1944—1954

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953	1,980,918	754,358	2,735,276	661,167	332,239	993,406
1954 (3 months)	580,038	195,889	775,927	95,485	62,881	158,366

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 2 TO MARCH 31, 1954

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out
Agriculture	**381**	**202**	**7**	**6**	**1,037**	**487**	**2**	**56**	**1,216**	**696**	**6**	**61**	**480**	**302**	**92**	**1**	**5,504**	**2,899**	**240**	**265**
Forestry	**330**	**181**	**1**	**5**	**46**	**44**	.....	.....	**749**	**540**	**3**	**160**	**1,893**	**1,622**	**4**	**65**	**9,461**	**7,092**	**62**	**472**
Fishing and Trapping	**1**	**1**	.....	.....	.....	.....	.....	.....	3	2	.....	.....	**10**	**2**	**1**	**1**	**31**	**13**	**1**	**1**
Mining, Quarrying and Oil Wells	**100**	**74**	**3**	**32**	**75**	**48**	**4**	**5**	**1,335**	**515**	**8**	**123**	**731**	**239**	**1**	**23**	**3,732**	**1,796**	**62**	**249**
Metal Mining	85	65	3	31	2	2	.....	2	241	37	.....	83	612	172	1	23	2,026	918	42	202
Fuels	7	3	.....	1	38	32	2	1	691	277	3	13	22	17	.....	.....	1,014	531	10	15
Non-Metal Mining	.....	.....	.....	.....	1	.....	.....	.....	4	1	.....	4	27	17	.....	.....	107	43	2	5
Quarrying, Clay and Sand Pits	5	4	.....	.....	9	2	2	.....	11	6	.....	.....	21	17	.....	.....	95	68	2	2
Prospecting	3	2	.....	.....	25	12	.....	2	388	194	5	23	49	16	.....	.....	490	236	6	25
Manufacturing	**2,560**	**1,575**	**294**	**4**	**704**	**465**	**75**	**4**	**1,604**	**866**	**193**	**44**	**4,702**	**3,294**	**476**	**28**	**51,435**	**34,734**	**2,927**	**730**
Foods and Beverages	350	214	61	2	193	139	13	.....	278	118	68	2	431	264	68	.....	4,638	2,827	384	21
Tobacco and Tobacco Products	2	.....	.....	.....	.....	.....	.....	.....	16	11	.....	.....	2	.....	1	.....	563	508	3	.....
Rubber Products	2	1	.....	.....	5	4	.....	.....	2	2	.....	.....	8	8	.....	.....	597	419	30	6
Leather Products	53	32	5	.....	2	1	.....	.....	4	1	2	.....	60	41	5	.....	1,780	1,291	25	2
Textile Products (except clothing)	66	47	11	.....	3	2	.....	.....	29	22	4	.....	35	30	.....	2	2,900	2,379	96	14
Clothing (textile and fur)	814	523	31	.....	28	20	2	.....	93	76	1	.....	193	121	17	1	7,663	4,770	123	35
Wood Products	233	121	51	.....	55	43	4	1	172	105	16	27	2,569	2,021	176	12	5,359	3,973	398	56
Paper Products	70	35	25	.....	.....	.....	.....	.....	20	13	.....	6	230	128	23	2	1,926	1,110	315	35
Printing, Publishing and Allied Industries	161	99	28	1	60	41	8	.....	70	33	11	.....	164	90	28	.....	2,001	1,214	239	16
Iron and Steel Products	342	223	45	.....	77	44	24	1	155	93	7	1	334	156	62	3	7,055	4,927	423	115
Transportation Equipment	126	76	6	1	136	84	2	2	267	114	48	3	317	231	43	3	7,049	5,126	270	282
Non-Ferrous Metal Products	34	16	5	.....	.....	.....	.....	.....	27	11	1	.....	75	27	7	1	1,564	954	63	28
Electrical Apparatus and Supplies	75	52	.....	.....	2	2	.....	.....	7	6	.....	3	41	31	1	3	2,471	1,487	137	54
Non-Metallic Mineral Products	67	33	16	.....	25	17	4	.....	182	154	2	.....	75	50	20	.....	1,243	911	127	9
Products of Petroleum and Coal	39	28	.....	.....	48	33	2	.....	53	24	.....	1	49	22	13	.....	363	195	21	3
Chemical Products	79	47	10	.....	50	26	11	.....	212	73	33	.....	63	44	8	.....	2,555	1,487	154	35
Miscellaneous Manufacturing Industries	47	28	.....	.....	20	9	5	.....	17	10	.....	1	56	30	4	1	1,708	1,156	119	19
Construction	**827**	**647**	**60**	**13**	**1,037**	**711**	**150**	**8**	**1,556**	**791**	**257**	**10**	**1,985**	**1,471**	**267**	**6**	**19,242**	**13,836**	**1,944**	**643**
General Contractors	637	498	57	3	770	525	115	5	1,059	480	136	6	1,611	1,273	173	1	14,279	10,353	1,381	465
Special Trade Contractors	190	149	3	10	267	186	35	3	497	311	121	4	374	198	94	5	4,964	3,483	563	178
Transportation, Storage and Communication	**701**	**282**	**122**	**2**	**466**	**208**	**77**	**2**	**655**	**266**	**142**	**1**	**1,025**	**455**	**266**	**1**	**12,973**	**4,737**	**5,200**	**63**
Transportation	575	247	57	2	267	130	65	1	506	202	96	.....	732	358	227	1	10,796	3,903	4,771	56
Storage	107	28	65	.....	36	19	12	.....	95	37	43	1	70	29	29	.....	901	391	373	2
Communication	19	7	.....	.....	163	59	.....	1	54	27	3	.....	223	68	10	.....	1,276	443	56	5

Public Utility Operation	77	47	.....	.....	16	10	1	.....	36	18	.....	1	99	31	9	1	897	485	134	9
Trade	2,760	882	1,103	1	2,120	1,066	441	2	2,643	1,351	586	13	5,092	1,971	2,274	3	31,430	15,594	6,873	101
Wholesale	1,279	395	541	1	776	387	243	.....	1,070	501	298	3	1,669	768	631	2	10,570	5,088	2,681	34
Retail	1,481	487	562	.....	1,344	679	198	2	1,573	850	288	10	3,423	1,203	1,643	1	20,860	10,506	4,192	67
Finance Insurance and Real Estate	548	161	127	.....	252	140	8	.....	545	269	33	5	628	313	75	1	5,576	2,674	377	43
Service	6,171	1,429	3,408	23	3,093	1,293	569	26	6,701	3,077	1,008	28	7,641	3,563	1,841	27	74,366	31,040	22,742	328
Community or Public Service	547	210	150	.....	356	181	21	19	711	319	38	6	650	309	191	1	6,027	2,917	911	50
Government Service	647	425	10	21	683	290	11	1	2,105	1,347	27	8	1,820	1,057	81	10	15,179	8,189	2,222	99
Recreation Service	120	42	47	.....	44	27	5	.....	61	33	10	.....	116	55	20	.....	1,259	518	240	3
Business Service	180	71	6	2	146	77	3	.....	403	196	30	6	420	250	52	2	5,177	3,067	493	22
Personal Service	4,677	681	3,195	.....	1,864	718	529	6	3,421	1,182	903	8	4,635	1,892	1,407	14	46,724	16,349	18,876	154
Totals	14,456	5,481	5,125	86	8,846	4,472	1,327	103	17,043	8,391	2,236	446	24,286	13,263	5,306	157	214,647	114,900	40,562	2,904
Men	6,023	3,316	904	84	5,093	2,669	820	80	9,671	4,656	1,241	421	14,321	8,395	2,761	136	125,114	72,173	20,740	2,572
Women	8,433	2,165	4,221	2	3,753	1,803	507	23	7,372	3,735	995	25	9,965	4,868	2,545	21	89,533	42,727	19,822	332

(1) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES [1] AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 2 TO MARCH 31, 1954

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements			Vacancies Notified	Placements		
		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out		Regular	Casual	Transfer out
Agriculture					45	18			14	8	1		30	19			250	130	4	31	2,051	1,037	128	110
Forestry	43	3			2				219	161			344	194	4	30	4,354	3,131	45	149	1,481	1,216	5	63
Fishing and Trapping									1								5	2			11		6	
Mining, Quarrying and Oil Wells	6	5							197	177	2		85	60	24	1	712	396	9	23	491	282	11	42
Metal Mining	5	5											55	30	20	1	602	368	9	22	424	239	9	40
Fuels									195	175	2		24	26	3		28				9	1		
Non-Metal Mining									2	2							66	18		1	7	5	2	
Quarrying, Clay and Sand Pits	1																8	5			40	34		2
Prospecting													6	4	1		8	5			11	3		
Manufacturing	96	82	2		67	52	3	2	1,790	1,565	75	6	616	470	35	4	18,274	12,200	396	121	21,022	14,165	1,378	517
Foods and Beverages	6	3			42	32	2		187	102	29	2	159	120	8		1,054	621	11	2	1,938	1,214	124	13
Tobacco and Tobacco Products					1		1		2								111	84			429	413	1	
Rubber Products									2	1							314	260	22		264	143	8	6
Leather Products									10	10			10	4			1,266	939	5	2	375	263	8	
Textile Products (except clothing)		4			4	4			9	8			7	7			1,577	1,228	49	6	1,170	1,027	32	6
Clothing (textile and fur)									8	5	1		26	24	2		5,039	3,028	12	20	1,462	973	57	14
Wood Products	14	2	1		11	10			93	78	3		139	110	4		1,046	768	29	6	1,027	715	114	10
Paper Products	5	4	1						11	8			70	66	2		683	480	34	6	837	376	230	21
Printing, Publishing and Allied Industries	2	1			5	3			36	21		1	46	10	13	1	481	319	28	7	976	597	123	6
Iron and Steel Products	1				2	1			680	662	8		32	21	3		1,656	1,207	67	6	3,776	2,520	207	104
Transportation Equipment	6	6			2	2		2	657	600	23	3	54	47		2	1,947	1,289	17	58	3,537	2,677	131	208
Non-Ferrous Metal Products									1	1			29	27			549	356	4	5	849	516	46	22
Electrical Apparatus and Supplies									8	2	2		1	1			520	302	3		1,817	1,091	131	48
Non-Metallic Mineral Products	1	1							65	50	9		17	15			262	223	11		549	368	65	9
Products of Petroleum and Coal																	91	39			83	49	6	2
Chemical Products	3	3							20	16			4	3			1,109	680	40	2	1,015	595	52	33
Miscellaneous Manufacturing Industries	58	58							1	1			22	15	3	1	569	377	64	1	918	628	43	15

Construction	**87**	**71**	**6**	**31**	**129**	**117**	**2**	**24**	**677**	**409**	**113**	**48**	**1,471**	**939**	**52**	**42**	**3,926**	**2,972**	**200**	**206**	**7,517**	**5,708**	**837**	**255**
General Contractors	60	48	4	25	118	112	1	24	520	308	79	46	1,366	868	37	42	2,554	1,983	142	109	5,583	4,258	637	204
Special Trade Contractors	27	23	2	6	11	5	1	.....	157	101	34	2	105	71	15	.....	1,372	989	58	97	1,964	1,450	200	51
Transportation, Storage and Communication	**7**	**6**	.....	.....	**208**	**97**	**88**	.....	**1,083**	**128**	**837**	**5**	**2,322**	**397**	**1,632**	**8**	**3,370**	**1,341**	**1,153**	**4**	**3,136**	**1,557**	**883**	**10**
Transportation	6	5	.....	.....	193	86	87	.....	996	100	816	5	2,244	355	1,630	8	2,753	1,192	1,034	.....	2,524	1,228	759	37
Storage	.....	.....	.....	.....	3	.....	.....	.....	21	4	15	.....	42	25	.....	.....	172	27	116	.....	355	222	93	1
Communication	1	1	.....	.....	12	11	1	.....	66	24	6	.....	36	17	2	.....	445	122	3	2	257	107	31	2
Public Utility Operation	.....	.....	.....	.....	**2**	**2**	.....	.....	**139**	**34**	**104**	.....	**9**	**7**	**2**	.....	**157**	**81**	**6**	**1**	**362**	**255**	**12**	**6**
Trade	**118**	**122**	**18**	.....	**209**	**123**	**92**	.....	**1,087**	**601**	**202**	**1**	**1,077**	**612**	**114**	**1**	**6,038**	**3,602**	**419**	**38**	**10,256**	**5,264**	**1,624**	**42**
Wholesale	30	25	4	.....	45	19	24	.....	370	179	124	.....	321	187	62	.....	1,704	1,008	82	8	3,306	1,620	671	20
Retail	118	98	13	.....	164	104	68	.....	717	422	78	1	756	425	52	1	4,334	2,594	337	30	6,950	3,644	953	22
Finance, Insurance and Real Estate	**10**	**4**	**2**	.....	**16**	**11**	.....	.....	**171**	**88**	**14**	**1**	**136**	**88**	**11**	**1**	**1,137**	**598**	**5**	**4**	**2,133**	**1,002**	**102**	**31**
Service	**319**	**122**	**9**	.....	**544**	**229**	**235**	**1**	**2,416**	**1,032**	**946**	**17**	**1,780**	**676**	**637**	**5**	**21,985**	**9,291**	**8,130**	**100**	**23,716**	**10,328**	**5,959**	**101**
Community or Public Service	8	7	1	.....	49	34	15	1	185	93	29	.....	260	103	123	.....	987	603	68	5	2,274	1,058	275	18
Government Service	251	86	.....	.....	106	75	26	.....	597	455	103	14	332	203	101	3	3,536	1,673	1,354	15	5,102	2,578	509	27
Recreation Service	10	4	.....	.....	9	.....	6	.....	21	10	8	.....	58	21	1	.....	238	85	23	.....	582	241	120	3
Business Service	11	4	3	.....	64	3	55	.....	59	19	19	.....	32	19	.....	1	2,434	1,784	103	2	1,428	644	222	9
Personal Service	39	21	5	.....	316	117	133	.....	1,554	455	787	3	1,098	330	412	1	14,790	5,146	6,582	78	14,330	5,807	4,833	44
Totals	**716**	**415**	**37**	**31**	**1,222**	**649**	**420**	**27**	**7,794**	**4,203**	**2,294**	**78**	**7,870**	**3,462**	**2,511**	**92**	**60,208**	**33,741**	**10,367**	**677**	**72,206**	**40,820**	**10,939**	**1,207**
Men	566	321	30	31	701	355	249	27	5,325	3,076	1,615	67	5,752	2,408	2,210	91	34,287	21,461	3,925	565	43,375	25,516	6,985	1,070
Women	105	94	7	.....	521	294	171	.....	2,469	1,127	679	11	2,118	1,054	301	1	25,921	12,283	6,442	112	28,831	15,304	3,954	137

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month* (Estimated)	Month of March, 1954		
		Number Commencing Benefit	Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
				$
Newfoundland	10,101	3,181	348,477 (371)	1,208,119
Prince Edward Island	1,628	420	63,947 (433)	193,508
Nova Scotia	14,065	5,758	419,493 (5,093)	1,347,228
New Brunswick	14,227	4,792	406,161 (2,078)	1,313,941
Quebec	125,929	57,643	3,624,201 (35,578)	11,400,715
Ontario	105,538	49,129	2,961,737 (30,396)	9,305,810
Manitoba	15,672	5,593	443,924 (5,411)	1,366,238
Saskatchewan	8,953	3,191	279,149 (2,532)	880,897
Alberta	19,602	8,242	479,949 (5,241)	1,572,444
British Columbia	32,859	14,662	1,100,088 (13,310)	3,572,028
Total, Canada, March, 1954	348,574	152,611	10,127,126 (100,443)	32,160,928
Total, Canada, February, 1954	359,997	168,262	8,391,990 (85,320)	26,675,431
Total, Canada, March, 1953	211,442	114,683	6,613,705 (.....)	20,796,825

*Week containing last day of the month.

TABLE E-2.—ORDINARY AND SUPPLEMENTARY BENEFIT CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT MARCH 31, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES *INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							March 31, 1953 Total
	Total	6 and less	7–12	13–24	25–48	49–72	73 and over	
Newfoundland	19,374 (38)	2,180	1,457	1,571	3,434	4,602	6,130	12,880
Male	18,904 (30)	2,138	1,429	1,513	3,332	4,510	5,982	12,502
Female	470 (8)	42	28	58	102	92	148	378
Prince Edward Island	3,466 (33)	229	158	257	523	852	1,447	2,707
Male	3,014 (25)	197	131	220	462	748	1,256	2,367
Female	452 (8)	32	27	37	61	104	191	340
Nova Scotia	23,722 (195)	3,238	1,756	2,784	4,349	4,342	7,253	17,952
Male	21,061 (167)	2,856	1,564	2,501	3,854	3,876	6,410	15,853
Female	2,661 (28)	382	192	283	495	466	843	2,099
New Brunswick	27,983 (122)	3,290	2,487	3,389	4,821	4,861	9,135	22,174
Male	25,040 (97)	3,014	2,297	3,116	4,396	4,276	7,941	19,867
Female	2,943 (25)	276	190	273	425	585	1,194	2,307
Quebec	184,874 (1,473)	26,597	17,581	24,787	37,472	30,792	47,645	141,570
Male	158,929 (1,016)	23,231	15,553	21,871	32,941	26,602	38,731	125,203
Female	25,945 (457)	3,366	2,028	2,916	4,531	4,190	8,914	16,367
Ontario	144,245 (1,045)	22,602	13,014	17,466	25,785	24,563	40,815	83,445
Male	115,608 (800)	17,927	10,467	14,002	20,614	19,603	32,995	67,768
Female	28,637 (245)	4,675	2,547	3,464	5,171	4,960	7,820	15,677
Manitoba	23,455 (272)	2,933	1,242	2,048	3,565	4,514	9,153	17,203
Male	17,956 (187)	2,121	961	1,548	2,633	3,495	7,198	13,427
Female	5,499 (85)	812	281	500	932	1,019	1,955	3,776
Saskatchewan	13,326 (88)	1,310	885	1,103	2,330	2,907	4,791	9,324
Male	11,503 (76)	1,108	767	935	1,980	2,477	4,236	8,037
Female	1,823 (12)	202	118	168	350	430	555	1,287
Alberta	23,597 (152)	4,174	1,773	2,610	4,210	4,262	6,568	14,342
Male	20,621 (124)	3,797	1,561	2,262	3,559	3,643	5,799	12,449
Female	2,976 (28)	377	212	348	651	619	769	1,893
British Columbia	47,618 (339)	7,036	3,156	4,508	7,574	8,088	17,256	38,513
Male	38,382 (278)	5,935	2,529	3,581	6,169	6,388	13,780	31,282
Female	9,236 (61)	1,101	627	927	1,405	1,700	3,476	7,231
CANADA	511,660 (3,757)	73,589	43,509	60,523	94,063	89,783	150,193	360,110
Male	431,018 (2,800)	62,324	37,259	51,549	79,940	75,618	124,328	308,755
Female	80,642 (957)	11,265	6,250	8,974	14,123	14,165	25,865	51,355

* These data are shown in brackets and include short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MARCH 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	7,534	6,251	1,283	8,197	3,937	4,260	3,050
Prince Edward Island	1,178	1,059	119	1,264	510	754	204
Nova Scotia	12,117	7,838	4,279	12,587	8,660	3,927	2,352
New Brunswick	12,383	9,631	2,752	12,512	6,890	5,622	2,774
Quebec	86,466	65,229	21,237	88,627	58,176	30,451	23,736
Ontario	79,410	55,498	23,912	77,282	54,605	22,677	17,999
Manitoba	9,490	7,384	2,106	9,686	5,409	4,277	1,727
Saskatchewan	5,306	4,357	949	5,646	2,777	2,869	1,083
Alberta	14,226	9,947	4,279	13,693	9,050	4,643	3,906
British Columbia	20,311	13,953	6,358	20,712	12,228	8,484	4,277
Total Canada, March 1954	248,421*	181,147	67,274	250,206†	162,242	87,964	61,108
Total Canada, February, 1954	214,932	163,946	50,986	240,021	158,975	81,046	62,893
Total Canada, March, 1953	179,714	134,334	45,380	176,499	110,914	65,985	49,399

* In addition, revised claims received numbered 29,628. † In addition, 30,219 revised claims were disposed of. Of these, 2,812 were special requests not granted, and 1,236 were appeals by claimants. There were 3,511 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO REGULAR OR SUPPLEMENTARY BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of March, 1954	Month of February, 1954	Month of March, 1953
Benefit year not established			
Regular	75,706	69,653	51,773
Supplementary Benefit	13,535	17,564	10,654
Claimants Disqualified*			
Not unemployed	3,872	3,822	6,734
Not capable of and not available for work	2,870	2,048	2,224
Loss of work due to a labour dispute	408	421	149
Refused offer of work and neglected opportunity to work	1,051	1,097	1,455
Discharged for misconduct	1,031	865	1,007
Voluntarily left employment without just cause	6,501	5,710	7,108
Failure to fulfill additional conditions imposed upon certain married women	1,359	1,475	999
Other reasons	4,730	3,789	3,218
Total	111,063	106,444	85,321

* Data for March, 1954, include 7,111 on revised and 2,453 on supplementary benefit claims.
† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1954—February	3,339,000	2,844,200	494,800(†)
January	3,328,000	2,937,000	391,000(†)
1953—December	3,276,000	3,037,500	238,500
November	3,230,000	3,076,400	153,600
October	3,220,000	3,100,600	119,400
September	3,197,000	3,085,700	111,300
August	3,171,000	3,060,100	110,900
July	3,161,000	3,041,200	119,800
June	3,116,000	2,972,900	143,100
May	3,119,000	2,903,800	215,200
April	3,150,680	2,888,100	262,580
March	3,164,000	2,800,800	363,200†
February	3,178,000	2,823,300	354,700†

* Ordinary claimants on the live unemployment register on last working day of preceding month.
† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO APRIL 30, 1954

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts					Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$
TO 1950	644,786,331 88	128,886,931 60	41,539 99	61,989,796 65	835,704,600 12	252,319,395 71	738,233 89	253,057,627 60	582,646,972 52
1951	128,744,248 84	25,796,703 41	34,656 50	15,630,847 06	170,206,455 81	83,082,101 75	5,190,949 79	88,273,051 54	664,580,376 79
1952	153,887,858 49	30,805,704 77	33,344 00	19,046,503 98	203,773,411 24	85,559,677 68	4,594,758 92	90,154,436 60	778,199,351 43
1953	155,184,595 03	31,036,836 18	36,085 94	22,950,737 44	209,208,254 59	128,814,174 79	7,008,266 57	135,822,441 36	851,585,164 66
1954	158,673,276 19	31,735,867 91	36,833 77	26,094,504 24	216,540,482 11	174,619,903 03	12,231,610 40	186,851,513 43	881,274,133 34
TO 1954	1,241,276,310 43	248,262,043 87	182,460 20	145,712,389 37	1,635,433,203 87	724,395,250 96	29,763,819 57	754,159,070 53	881,274,133 34
April	*13,983,783 36	2,791,191 90	2,925 75	2,203,262 63	18,981,163 64	25,364 305 38	4,456,593 48	29,820,898 86	870,434,398 12
TOTAL	1,255,260,093 79	251,053,235 77	185,385 95	147,915,652 00	1,654,414,367 51	749,759,556 34	34,220,413 05	783,979,969 39	870,434,398 12

* Stamps $6,307,909.48 Meter $1,666,256.03 Bulk $5,309,946.38 D.V.A. $699,671.47 Total $13,983,783.36.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MARCH 1954

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)		Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit				
							$
Newfoundland	3,984	3,046	938	2,472	77,394	(10)	172,267
Prince Edward Island	719	656	63	585	19,525	(144)	37,886
Nova Scotia	3,423	2,805	618	2,715	118,436	(480)	254,445
New Brunswick	5,244	4,229	1,015	3,878	136,470	(326)	283,541
Quebec	26,178	20,619	5,559	20,846	833,585	(4,219)	1,767,744
Ontario	19,065	14,744	4,321	14,160	579,985	(2,493)	1,256,911
Manitoba	3,694	3,111	583	3,117	130,080	(956)	279,950
Saskatchewan	2,572	2,087	485	2,065	68,872	(216)	151,135
Alberta	3,781	2,896	885	2,716	101,208	(699)	220,493
British Columbia	7,046	5,611	1,435	6,169	267,418	(1,772)	603,542
Total, March, 1954	75,706*	59,804	15,902	58,723†	2,332,973	(11,315)	5,027,914
Total, March, 1953	51,754*	39,211	12,543	39,492†	1,510,145	(.....)	3,203,621

* There were, in addition, 2,362 renewal claims in March, 1954, and 1,750 in March, 1953.
† Includes 2,333 renewal claims in March, 1954, and 1,458 in March, 1953.

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX FROM JANUARY 1949 TO MAY 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January	99·8	100·8	99·2	99·7	99·9	98·9
February	99·7	99·7	99·3	99·7	100·2	99·4
March	99·4	98·7	99·2	100·0	100·1	99·5
April	99·3	98·1	99·6	100·2	100·1	99·5
May	99·2	97·9	99·7	100·3	99·8	99·8
June	99·6	99·2	99·7	100·3	99·7	99·8
July	100·0	100·2	100·3	100·3	99·7	99·8
August	100·4	101·3	100·2	100·1	99·6	99·9
September	100·4	101·2	100·5	100·2	99·6	99·9
October	100·6	100·8	100·5	99·8	100·6	100·9
November	101·0	101·9	100·5	99·7	100·5	101·0
December	100·5	100·3	101·0	99·7	100·4	101·1
Year	100·0	100·0	100·0	100·0	100·0	100·0
1950—January	100·1	98·1	101·1	99·6	100·6	102·0
February	100·2	98·4	101·1	99·5	100·6	102·2
March	100·9	98·8	104·7	98·9	100·8	102·2
April	101·2	99·8	104·9	99·2	101·2	102·2
May	101·2	99·3	105·1	99·1	101·1	102·2
June	101·9	100·9	105·9	99·1	101·5	102·3
July	102·7	102·6	107·4	99·1	101·6	102·4
August	103·3	103·8	107·8	99·3	102·6	102·5
September	104·3	105·4	108·7	99·9	103·4	103·0
October	105·9	107·6	109·0	100·6	104·6	105·2
November	106·4	108·4	109·5	101·0	105·1	105·4
December	106·6	108·4	109·6	101·3	105·5	105·7
Year	102·9	102·6	106·2	99·7	102·4	103·1
1951—January	107·7	109·9	110·0	102·6	107·1	107·4
February	109·1	111·0	110·4	105·1	108·6	108·0
March	110·8	114·1	111·5	106·7	110·5	108·3
April	111·7	115·5	111·8	108·5	111·4	108·6
May	112·2	114·3	112·4	109·0	112·7	110·4
June	113·7	115·8	115·2	109·5	113·8	111·8
July	114·6	117·9	115·5	109·7	114·3	112·2
August	115·5	119·0	114·8	110·7	115·1	113·4
September	116·5	120·5	117·2	111·9	115·5	113·6
October	117·1	121·3	117·2	114·1	115·8	114·1
November	117·9	122·5	118·2	114·5	115·9	114·8
December	118·1	122·5	118·2	115·2	116·4	115·9
Year	113·7	117·0	114·4	109·8	113·1	111·5
1952—January	118·2	122·4	118·3	114·9	116·4	115·5
February	117·6	120·8	118·3	113·5	116·3	115·8
March	116·9	117·6	119·1	112·9	116·9	116·4
April	116·8	117·2	119·4	112·5	116·8	116·6
May	115·9	115·5	119·6	112·3	116·2	115·6
June	116·0	115·7	120·4	111·8	115·9	115·7
July	116·1	116·0	120·6	111·7	115·9	115·6
August	116·0	115·7	120·6	111·6	115·8	115·8
September	116·1	115·8	121·2	110·9	116·0	115·8
October	116·0	115·1	121·5	109·9	116·2	116·4
November	116·1	115·7	121·4	109·8	115·9	116·6
December	115·8	114·1	122·2	109·7	116·1	116·6
1953—January	115·7	113·5	122·3	109·7	116·5	116·7
February	115·5	112·7	122·5	109·6	116·6	116·7
March	114·8	111·6	122·5	109·7	116·7	115·2
April	114·6	110·9	122·7	109·7	116·9	115·0
May	114·4	110·1	122·9	110·1	116·6	115·1
June	114·9	111·4	123·6	110·1	116·6	115·1
July	115·4	112·7	123·9	110·3	117·0	115·2
August	115·7	112·8	124·1	110·4	117·2	115·8
September	116·2	114·0	124·2	110·4	117·4	115·9
October	116·7	115·5	124·5	110·3	117·5	116·0
November	116·2	113·4	125·0	110·3	117·4	116·3
December	115·8	112·1	125·2	110·2	117·4	116·3
1954—January	115·7	111·6	125·4	110·1	117·5	116·4
February	115·7	111·7	125·4	110·0	117·5	116·5
March	115·5	110·7	125·6	109·8	117·6	116·6
April	115·6	110·4	125·6	109·9	118·1	117·2
May	115·5	110·2	125·8	109·9	117·3	117·5

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL, 1954

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	April 1st, 1953	March1st, 1954	April 1st, 1954					
St. John's, Nfld.	101·5	102·2	102·0	98·9	107·3	102·2	103·9	102·1
Halifax	112·7	113·7	113·8	105·5	122·4	116·4	119·5	116·2
Saint John	114·6	116·2	115·9	109·2	117·9	118·6	116·8	122·9
Montreal	114·8	116·3	116·3	112·6	132·0	110·7	116·6	116·4
Ottawa	114·3	115·3	115·5	109·3	126·0	113·5	116·8	118·4
Toronto	115·7	117·4	117·7	108·9	138·9	112·1	118·2	118·4
Winnipeg	113·9	114·7	114·9	110·2	122·7	115·2	113·7	117·3
Saskatoon—Regina	112·3	113·7	113·6	108·7	113·5	117·0	118·8	112·8
Edmonton—Calgary	113·1	114·4	114·3	109·0	119·3	114·2	115·7	118·3
Vancouver	115·6	116·3	116·9	110·4	124·1	113·4	126·7	118·0

N.B. Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base — June 1951 = 100

TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

BASE (1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

SOURCE: Dominion Bureau of Statisitics

*Commodities	Per	Dec. 1941	Dec. 1945	Year 1951	April 1951	Year 1952	April 1952	Year 1953	April 1953	March 1954	April 1954	Price April 1954
Beef, sirloin steak	lb.	47·4	61·0	143·5	139·9	132·7	133·5	113·0	111·9	101·8	101·8	71·7
Beef, round steak	lb.	44·1	59·1	142·9	139·1	133·3	135·1	112·0	111·7	101·0	100·1	67·1
Beef, blade	lb.	43·7	52·7	151·3	147·6	133·5	140·1	106·2	110·6	98·0	96·8	46·8
Beef, stewing boneless	lb.	41·0	48·5	155·3	150·6	142·6	148·9	115·2	119·4	103·6	102·3	47·7
Lamb, leg roast	lb.	42·2	60·3	130·1	125·0	126·7	129·6	112·2	112·6	109·5	110·2	79·4
Pork, fresh loin centre-cut	lb.	53·3	61·2	114·8	106·5	99·0	94·2	113·7	102·0	121·8	119·6	76·3
Pork, fresh shoulder, hock off	lb.	50·2	54·2	117·9	117·3	101·7	99·0	104·8	98·0	114·3	114·1	55·3
Bacon, side, fancy, sliced, rind off	½ lb.	56·2	61·2	95·4	92·0	78·4	79·4	101·0	84·7	118·5	118·5	50·2
Lard, pure, package	lb.	66·7	73·6	121·1	131·2	72·5	73·9	88·4	75·0	116·3	117·2	27·5
Shortening, package	lb.	57·4	58·6	112·4	118·5	92·3	96·2	87·4	85·5	90·2	91·4	29·5
Eggs, grade "A" large, carton	doz.	77·3	91·1	116·5	102·4	96·0	80·0	109·9	103·6	91·5	84·4	51·9
Milk	qt.	67·3	57·8	110·0	108·3	118·4	118·5	118·5	118·5	118·5	118·5	21·1
Butter, creamery, prints	lb.	58·2	61·4	104·9	117·5	102·4	109·2	100·7	102·8	103·1	102·3	66·1
Cheese, plain, processed, ½ lb.	pkg.	78·2	72·6	111·1	109·0	115·9	116·1	113·2	114·7	110·0	110·0	32·1
Bread, plain, white, wrapped, sliced	lb.	66·7	66·7	115·5	114·5	119·3	119·7	121·5	117·7	126·8	126·8	12·5
Flour, all-purpose	lb.	58·4	56·8	106·9	106·2	105·9	107·6	108·9	104·7	111·9	110·5	7·7
Corn Flakes, 8 oz.	pkg.	61·6	60·9	113·8	112·0	122·4	121·7	123·2	123·2	123·2	123·2	17·4
Tomatoes, canned 2½'s	tin	64·3	67·2	115·0	105·7	143·6	148·1	121·8	126·1	105·2	103·2	20·7
Peas, 20 oz.	tin	77·9	82·4	107·2	103·9	116·9	115·5	120·0	120·1	119·5	118·9	20·9
Corn, cream, choice, 20 oz.	tin	68·5	70·7	95·9	95·0	103·2	103·6	96·3	97·3	93·1	92·6	17·7
Onions, cooking	lb.	68·9	83·8	99·4	82·1	158·6	194·2	119·8	146·7	88·3	89·6	6·6
Potatoes, No. 1, table	10 lbs.	58·1	94·1	99·9	83·1	196·9	207·5	111·8	114·8	83·0	79·5	27·7
Raisins, seedless, bulk or in bag	lb.	80·0	84·6	127·5	119·1	138·9	141·2	135·2	134·3	133·2	133·2	23·5
Oranges, California	doz.	89·2	107·7	109·6	119·4	105·3	109·2	94·8	91·2	100·5	117·0	41·2
Jam, Strawberry, 16 oz.	jar	74·9	76·7	114·0	113·7	110·6	113·7	104·5	103·5	106·5	106·5	24·7
Peaches, 15 oz.	tin	69·9	73·5	105·5	105·0	104·4	106·0	97·7	98·2	97·2	97·2	20·1
Sugar, granulated, bulk or in bag	lb.	87·5	87·5	129·8	125·6	121·0	126·7	107·8	109·5	103·0	103·0	9·5
Coffee, medium quality, in bag	lb.	72·7	66·4	163·2	163·1	163·0	165·2	164·1	162·7	189·0	200·6	124·8
Tea, black, ½ lb.	pkg.	84·3	75·7	104·2	103·9	104·9	105·3	98·1	97·8	100·0	102·1	50·0

* Description and Units of Sale apply to April, 1954 Prices.

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	99·8	.....	65·9	46·6	63·0	81·0	77·0	48·4	59·5
P.E.I.—									
2—Charlottetown	63·0	58·2	49·0	38·5	37·0	73·0	62·2	45·2	50·8
Nova Scotia—									
3—Halifax	77·4	66·4	43·9	44·4	42·2	75·2	55·5	56·1	57·6
4—Sydney	69·0	61·8	48·1	49·6	46·3	76·8	58·3	50·0	50·4
New Brunswick—									
5—Moncton	67·9	62·2	47·3	41·4	37·5	78·0	55·7	51·4	53·0
6—Saint John	76·4	68·8	48·8	50·3	44·1	77·9	56·7	54·8	50·1
Quebec—									
7—Chicoutimi	87·5	84·6	57·2	45·8	43·3	71·5	65·8	48·4	48·2
8—Hull	67·6	69·5	46·2	45·3	38·9	74·0	55·8	46·8	56·7
9—Montreal	83·8	78·4	45·2	49·0	38·6	75·2	58·4	49·4	59·7
10—Quebec	83·3	77·9	42·9	42·4	42·7	66·8	54·3	44·0	54·3
11—Sherbrooke	81·4	74·4	52·6	52·3	35·9	72·2	57·1	50·0	44·8
12—Sorel	80·6	75·0	53·8	43·6	43·0	67·7	52·9	48·4	55·8
13—Three Rivers	90·9	77·2	42·1	42·3	39·0	69·4	56·3	49·9	59·0
Ontario—									
14—Brantford	66·4	64·4	50·2	47·2	37·0	75·8	52·7	50·9	53·0
15—Cornwall	64·3	64·2	42·7	47·0	37·1	71·4	56·4	50·8	55·6
16—Fort William	69·3	67·0	47·0	50·7	42·9	75·1	.....	48·1	59·3
17—Hamilton	73·0	68·7	48·7	49·6	39·1	79·4	51·2	52·1	51·5
18—Kirkland Lake	69·8	67·2	47·0	45·8	40·2	76·4	60·0	54·5	59·4
19—London	71·9	67·6	47·6	47·5	40·7	77·2	54·1	52·4	54·7
20—North Bay	64·2	60·8	45·5	43·2	39·0	74·7	51·7	50·6	51·2
21—Oshawa	65·8	64·1	42·0	45·0	35·9	76·6	47·0	50·9	48·4
22—Ottawa	70·1	66·0	46·0	47·3	34·2	75·8	55·0	48·3	56·6
23—Sault Ste. Marie	64·5	64·5	45·5	51·0	46·0	76·0	59·5	51·9	55·5
24—Sudbury	61·4	62·0	48·0	48·6	39·0	71·2	60·4	48·0	49·7
25—Toronto	73·4	70·9	51·9	48·6	38·9	77·1	49·2	51·0	48·3
26—Windsor	66·4	62·9	45·4	49·9	38·1	76·6	53·8	52·4	56·4
Manitoba—									
27—Winnipeg	74·2	67·7	50·4	48·1	43·2	75·6	58·1	49·0	51·8
Saskatchewan—									
28—Regina	70·5	66·3	48·7	50·1	40·2	71·9	56·1	51·6	53·1
29—Saskatoon	64·7	62·2	46·1	52·0	44·1	69·7	56·7	49·5	51·5
Alberta—									
30—Calgary	68·6	63·5	54·2	51·7	38·8	70·7	60·1	49·5	52·4
31—Edmonton	67·5	63·8	41·8	48·5	38·4	67·9	50·4	50·2	45·0
British Columbia—									
32—Prince Rupert	79·3	71·7	50·0	48·3	39·3	75·3	63·7	52·1	63·7
33—Trail	77·0	69·0	.....	.....	.....	76·0	64·0	50·2	64·0
34—Vancouver	82·9	72·7	55·3	54·2	44·5	84·5	67·8	52·9	56·6
35—Victoria	86·6	77·8	57·5	57·3	50·9	82·9	60·7	51·4	53·6

FOODS AND COAL BY CITIES, APRIL 1954

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all-purpose, per lb.	Bread, plain, white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's	.....	8·6	12·7	20·5	10·8	58·2	f 74·5	h 32·0	77·9
P.E.I.—									
2—Charlottetown	.....	8·9	14·4	19·5	10·3	52·6	g 50·6	17·0	69·1
Nova Scotia—									
3—Halifax	70·9	8·7	12·8	18·5	9·1	50·3	g 55·5	20·5	70·0
4—Sydney	68·7	9·0	14·0	19·4	10·1	51·2	g 59·4	22·0	70·4
New Brunswick—									
5—Moncton	74·0	8·9	15·6	18·5	9·5	51·0	g 53·2	20·0	69·2
6—Saint John	70·0	8·7	13·3	18·9	9·3	48·9	g 58·6	21·0	70·7
Quebec—									
7—Chicoutimi	.....	8·5	16·0	19·3	9·6	55·9	63·0	20·0	62·4
8—Hull	79·0	8·0	12·7	17·5	9·6	47·2	g 53·4	22·0	64·7
9—Montreal	81·8	8·0	12·7	17·3	8·8	50·0	54·7	20·0	65·1
10—Quebec	84·9	7·9	12·5	17·9	9·2	52·1	57·6	20·0	66·0
11—Sherbrooke	82·0	7·8	13·1	17·9	8·9	49·7	g 56·2	20·0	63·6
12—Sorel	89·3	7·9	12·7	17·9	9·0	47·2	g 53·0	19·0	63·9
13—Three Rivers	73·3	8·2	*12·7	17·4	9·6	50·4	53·1	19·0	63·7
Ontario—									
14—Brantford	78·2	8·1	12·7	17·6	9·4	44·7	g 50·6	21·0	65·6
15—Cornwall	.....	7·9	12·7	18·2	9·6	46·5	g 53·2	20·0	65·5
16—Fort William	83·0	8·0	14·0	19·0	10·1	53·0	g 53·1	23·0	66·0
17—Hamilton	85·3	8·2	12·7	17·7	9·8	46·5	g 52·7	22·0	66·7
18—Kirkland Lake	79·0	8·4	12·0	18·9	10·2	51·8	54·4	25·0	67·4
19—London	83·0	8·0	12·7	17·4	9·7	45·5	g 49·4	21·0	66·5
20—North Bay	.....	8·4	13·0	19·1	10·7	47·8	g 56·0	22·0	67·8
21—Oshawa	77·7	7·9	12·7	17·4	9·4	46·0	g 50·0	21·0	66·2
22—Ottawa	73·7	8·2	12·7	17·5	9·5	43·5	56·3	21·6	66·4
23—Sault Ste. Marie	.....	8·4	13·3	19·3	10·6	49·6	55·3	23·0	68·6
24—Sudbury	71·0	8·3	13·3	18·1	10·4	49·0	53·8	23·0	68·0
25—Toronto	79·3	7·9	12·7	17·4	9·1	44·4	g 50·3	22·0	67·1
26—Windsor	75·5	8·3	12·7	17·8	9·9	48·5	51·7	22·0	67·1
Manitoba—									
27—Winnipeg	78·3	7·6	15·0	17·7	11·1	t 70·8	g 50·7	21·0	65·3
Saskatchewan—									
28—Regina	73·6	8·0	14·4	18·6	11·6	t 67·7	47·6	20·0	63·5
29—Saskatoon	.....	7·8	13·6	17·7	13·0	t 64·7	m 47·4	20·5	64·0
Alberta—									
30—Calgary	79·8	7·7	14·4	18·1	11·3	t 64·0	g 49·2	21·0	64·0
31—Edmonton	75·6	7·8	14·4	17·9	11·3	64·3	g 46·5	20·0	66·0
British Columbia—									
32—Prince Rupert	86·3	8·6	14·0	18·6	10·6	t 64·5	57·1	31·0	68·8
33—Trail	.....	7·9	17·0	18·7	11·5	t 63·8	g 62·7	23·0	67·7
34—Vancouver	80·9	7·9	16·0	17·9	9·4	t 58·4	g 54·3	21·4	67·8
35—Victoria	85·5	8·0	16·0	17·9	9·6	t 59·6	g 56·4	24·0	68·2

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat.	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½'s(20 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's	35·1	32·5	.....	34·2	.....	18·9	26·2	28·0	25·8	23·4
P.E.I.—										
2—Charlottetown	36·4	.....	29·4	31·9	27·7	19·7	20·9	24·8	23·3	21·4
Nova Scotia—										
3—Halifax	34·7	40·2	30·1	31·3	24·9	17·9	21·8	23·2	24·0	19·7
4—Sydney	35·7	38·5	29·9	30·1	26·0	19·8	23·0	24·1	23·3	20·2
New Brunswick—										
5—Moncton	34·8	38·1	29·8	30·7	24·8	17·0	21·9	22·2	23·8	20·1
6—Saint John	35·3	38·1	30·6	30·7	25·6	16·9	21·4	20·8	24·1	18·5
Quebec—										
7—Chicoutimi	35·3	.....	25·7	34·2	27·0	18·5	.....	20·9	23·0	19·2
8—Hull	32·2	.....	27·6	29·4	24·3	16·6	19·8	17·8	20·8	16·6
9—Montreal	32·3	.....	28·3	30·2	25·0	16·8	19·7	17·4	21·0	18·8
10—Quebec	33·5	.....	28·7	30·7	25·3	17·3	20·2	20·5	20·9	17·7
11—Sherbrooke	33·9	.....	25·5	29·6	24·8	17·3	20·9	17·8	20·6	19·4
12—Sorel	33·1	.....	27·9	29·5	25·2	17·4	21·1	18·3	19·2	16·8
13—Three Rivers	33·1	.....	25·6	29·1	25·4	17·6	22·3	18·0	20·6	19·8
Ontario—										
14—Brantford	32·3	39·3	27·7	29·2	24·8	17·8	20·5	22·3	21·2	17·5
15—Cornwall	32·8	37·8	28·8	29·3	24·8	16·8	20·4	19·2	19·8	17·5
16—Fort William	34·8	39·2	28·6	30·1	24·5	19·2	20·9	22·2	23·0	18·3
17—Hamilton	32·7	39·3	27·7	30·7	25·0	17·5	19·9	21·3	21·9	16·1
18—Kirkland Lake	31·8	37·8	30·0	30·8	25·8	18·8	21·7	21·1	21·8	18·3
19—London	31·8	38·8	29·8	29·4	24·8	17·9	19·9	21·8	21·2	17·4
20—North Bay	33·6	39·8	30·5	30·8	28·2	19·0	.....	20·2	22·5	17·8
21—Oshawa	32·5	40·3	28·9	28·5	23·8	16·9	.....	21·8	20·6	16·7
22—Ottawa	32·8	39·3	28·4	29·9	24·7	17·0	21·1	18·9	21·9	17·1
23—Sault Ste. Marie	33·8	39·6	30·3	31·1	25·6	18·1	.....	20·7	22·9	17·4
24—Sudbury	33·5	37·2	28·0	29·4	25·2	17·0	.....	20·3	22·2	15·7
25—Toronto	32·3	39·4	28·8	29·5	23·4	16·2	20·2	20·3	21·1	16·7
26—Windsor	32·3	39·8	29·0	30·1	24·5	17·9	20·7	20·8	m 16·8	m 15·8
Manitoba—										
27—Winnipeg	34·1	40·9	26·6	29·6	24·4	17·0	21·9	22·3	m 17·9	17·7
Saskatchewan—										
28—Regina	35·2	41·1	26·1	31·9	25·2	18·6	22·6	24·0	23·6	19·9
29—Saskatoon	33·9	39·2	25·3	31·0	24·7	18·6	21·8	22·7	22·8	20·1
Alberta—										
30—Calgary	33·0	39·8	24·4	31·1	24·2	18·4	20·8	26·0	21·2	20·4
31—Edmonton	34·2	41·8	25·1	32·9	24·9	18·8	21·3	25·1	23·4	21·5
British Columbia—										
32—Prince Rupert	36·4	40·4	27·9	33·7	26·4	21·8	23·2	28·7	m 19·4	m 17·7
33—Trail	36·0	40·2	27·0	.....	.....	22·6	24·7	28·0	m 20·3	m 21·0
34—Vancouver	34·6	39·7	28·9	30·1	23·8	17·6	21·4	26·4	m 14·9	m 15·5
35—Victoria	34·3	39·9	29·7	30·0	23·0	17·2	21·0	24·8	m 17·7	m 16·5

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, APRIL 1954

Bureau of Statistics

Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ¼ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—								v		
1—St. John's	42·3	31·0	34·7	8·7	34·8	26·1	62·1	1·354	.....	22·75
P.E.I.—						n		v		
2—Charlottetown	39·9	23·0	20·0	7·6	29·0	27·6	50·2	1·380	.....	17·50
Nova Scotia—										
3—Halifax	42·0	21·4	23·5	6·9	28·8	23·6	50·1	1·341	.....	19·50
4—Sydney	42·6	25·2	23·0	6·1	30·1	n 26·2	49·7	v 1·344	.....	13·60
New Brunswick—						n				
5—Moncton	43·5	22·2	19·4	6·3	29·5	25·4	49·0	1·270	.....	18·77
6—Saint John	42·9	21·8	18·0	7·4	30·2	n 27·2	51·2	v 1·403	.....	19·69
Quebec—						n		v		
7—Chicoutimi	38·7	18·7	26·8	10·0	31·0	27·8	57·3	1·281	30·00	.....
8—Hull	39·3	19·0	24·9	9·0	28·6	n 25·2	53·9	1·270	28·50	.....
9—Montreal	39·9	17·0	22·1	8·5	29·3	n 25·0	50·7	1·331	27·57	.....
10—Quebec	41·7	18·2	19·7	8·0	29·4	n 26·1	52·7	1·325	28·94	.....
11—Sherbrooke	40·8	17·9	21·1	8·3	29·2	n 24·5	54·0	1·316	27·75	.....
12—Sorel	37·5	17·8	24·5	9·1	28·4	n 24·0	54·2	1·345	27·00	.....
13—Three Rivers	40·8	18·4	21·6	8·0	28·1	n 25·1	54·4	v 1·304	27·00	.....
Ontario—										
14—Brantford	42·6	18·8	27·7	5·0	30·6	23·2	53·2	1·267	27·00	.....
15—Cornwall	41·4	18·8	24·1	6·8	29·0	n 24·2	54·1	1·280	29·75	.....
16—Fort William	43·2	19·8	36·3	6·8	27·5	n 25·5	51·7	1·284	26·62	.....
17—Hamilton	43·8	19·2	29·5	6·2	29·2	n 23·6	51·2	1·279	26·44	.....
18—Kirkland Lake	**43 2**	**19·6**	32·2	6·0	**31·0**	**25·3**	55·2	1·318	32·00	.....
19—London	40·2	19·1	28·4	6·5	29·1	22·5	50·3	1·302	27·00	.....
20—North Bay	39·9	20·2	29·3	6·1	.....	k 23·2	54·0	1·354	29·75	.....
21—Oshawa	38·7	19·3	27·0	5·4	27·0	n 23·1	55·3	1·215	28·00	.....
22—Ottawa	39·3	19·0	25·3	7·5	28·8	n 24·9	51·9	1·289	28·50	.....
23—Sault Ste. Marie	43·8	19·9	32·1	8·5	30·3	n 24·6	55·3	1·262	27·25	.....
24—Sudbury	41·4	19·2	28·8	6·0	27·4	k 24·6	51·2	1·210	29·70	.....
25—Toronto	41·4	19·0	28·1	5·5	28·2	n 24·3	50·2	1·247	24·57	.....
26—Windsor	41·1	19·0	28·1	5·8	31·1	n 24·8	51·4	1·291	26·00	.....
Manitoba—						n				
27—Winnipeg	42·9	19·9	25·0	5·7	28·7	27·1	50·5	1·301	.....	21·15
Saskatchewan—										
28—Regina	42·9	22·5	35·9	9·0	29·5	26·3	51·5	1·315	.....	18·50
29—Saskatoon	46·8	23·1	45·3	9·8	31·4	26·4	49·1	1·268	.....	17·98
Alberta—						n				
30—Calgary	44·4	23·5	34·8	8·0	29·4	24·6	50·1	1·236	.....	.....
31—Edmonton	43·5	23·1	43·2	9·7	31·4	n 25·9	50·2	1·301	.....	8·58
British Columbia—						n				
32—Prince Rupert	45·0	24·8	42·3	8·6	29·1	26·0	52·6	1·228	.....	22·90
33—Trail	35·1	25·0	38·3	8·4	30·0	n 26·1	49·7	1·230	.....	19·75
34—Vancouver	34·8	19·9	42·1	7·6	26·1	n 23·5	49·7	1·244	.....	21·02
35—Victoria	40·2	20·3	37·7	7·2	28·4	n 23·6	47·0	1·247	.....	22·25

carton and loose. (h) Evaporated milk, 17·0 c. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. *Revised price

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living Commonwealth Statistician	Retail Price Index Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947–49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936–39 =1000	1st quarter 1949=1000
	(a)	(b)		(b)					(c)			(d)	(d)
1933	58·8	55·3	.....	(i) 140	(h) 151	.....	.....	.....	(e) 131	99	93·2	.....	600
1939	63·2	59·4	100·0	(i) 158	(h) 178	(m)108	.....	107·5	(e) 138	(k) 103	99·9	1029	748
1940	65·7	59·9	100·7	(i) 184	(h) 205	(m)129	.....	122·5	(e) 151	113	103·4	1051	782
1941	69·6	62·9	104·4	(i) 199	(h) 226	(m)150	.....	141·7	(e) 174	138	108·2	1111	810
1944	74·6	75·2	199·1	(i) 201	(h) 295	(m)285	.....	158·2	(e) 207	279	128·8	1270	872
1945	75·0	76·9	213·5	(i) 203	(h) 295	(m)393	.....	157·5	(e) 209	293	132·2	1270	884
1946	77·5	83·4	266·7	(i) 203	(h) 291	(m)645	.....	160·3	(e) 208	287	134·1	1278	891
1947	84·8	95·5	300·3	(i) 203	.....	(m)1030	4575	162·1	(e) 217	279	139·7	1309	919
1948	97·0	102·8	318·9	(j) 108	(l) 99	(m)1632	4847	172·4	(e) 224	281	147·8	1392	992
1949	100·0	101·8	336·0	(j) 111	(l) 100	(m)1818	4915	175·9	(e) 222	278	153·2	1528	1009
1950	102·9	102·8	356·2	(j) 114	(l) 101	(m) 1945	4849	177·7	159·1	293	159·3	1669	1066
1951	113·7	111·0	401·0	(j) 124	(l) 109	130·1	5320	207·5	166·7	319	171·0	1906	1183
1952	116·5	113·5	455·7	102·6	(l) 118	145·4	5546	223·0	171·9	317	185·9	2337	1275
1953	115·5	114·4	451·2	105·8	(l) 125	143·7	5654	224·1	169·8	(n) 296 0	192·4	2550	1333
1953 March	114·8	113·6	449·9	105·4	.....	145·2	5613	224·4	169·3	299·2	189·4	2558	1307
April	114·6	113·7	449·1	106·4	.....	144·7	5668	224·2	168·8	299·0	189·9	.....	.....
May	114·4	114·0	448·6	106·0	126	145·5	5702	224·4	169·5	295·4	190·7	.....	.....
June	114·9	114·5	449·4	106·6	.....	145·4	5718	224·1	169·7	293·2	193·6	2586	1322
July	115·4	114·7	447·5	106·6	.....	143·7	5633	223·3	169·5	296·2	192·7	.....	.....
August	115·7	115·0	450·6	105·9	125	143·1	5617	224·0	169·7	294·8	195·8	.....	.....
September	116·2	115·2	452·8	105·7	.....	141·0	5642	224·0	170·2	295·3	196·5	2618	1337
October	116·7	115·4	452·1	105·7	.....	141·0	5664	224·2	170·4	296·7	196·0	.....	.....
November	116·2	115·0	448·2	106·0	125	141·3	5691	224·1	170·4	(o)	193·6	.....	.....
December	115·8	114·9	445·0	105·6	.....	142·1	5678	223·9	170·1	293·5	191·9	2624	1366
1954 January	115·7	115·2	446·5	105·8	.....	143·2	5686	224·4	169·8	291·5	192·9	.....	.....
February	115·7	115·0	445·4	105·6	.....	144·1	.....	.....	169·5	286·8	193·0	.....	.....
March	115·5	.....	.....	.....	.....	143·6	.....	.....	.....	288·1	.....	.....	1377
April	115·6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June-December. (l) Average of quarterly indexes. (m) Annual averages 1939-1950 are on base 1938=100. (n) 1953 average is for eleven months. (o) Not available.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

1935-1939 = 100

SOURCE: Dominion Bureau of Statistics

——	1913	1918	1929	1933	1939	1952	1953	Mar. 1953	Feb. 1954	Mar. 1954
All Commodities Classified According to Chief Component Material	83·4	166·0	124·6	87·4	99·2	226·0	220·7	221·9	219·0	218·6
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	210·3	199·0	201·5	200·6	199·6
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·6	248·2	241·7	238·8	243·9	242·1
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	251·5	239·0	241·6	233·3	233·1
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	291·0	288·6	290·9	283·4	284·1
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	219·0	221·4	221·5	215·9	215·2
*VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	172·9	168·6	174·9	164·3	165·1
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	173·9	176·9	175·3	179·4	179·0
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	180·1	175·7	176·5	175·3	175·9
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	94·9	218·7	207·0	209·9	205·1	204·3
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	230·7	228·8	229·2	227·3	226·9
Non-Residential Building Materials (1949 = 100)					60·3	123·2	124·4	124·9	123·1	122·9
Residential Building Materials			112·4	89·0	102·3	284·8	282·6	284·7	276·7	275·9
Canadian Farm Products Total			140 8	69·3	92·6	250·2	219·5	228·1	208·8	206·7
Field			137·2	69·3	83·7	223·0	175·1	191·9	152·9	151·3
Animal			144·4	69·2	101·5	277·5	263·8	264·3	264·7	262·0

* Gold is included from 1935 to date.
The indexes for 1954 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1953-1954†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1954*						
January	24‡	24	10,619‡	10,619	156,969	0·19
February	7	17	749	4,631	52,270	0·06
March	12	18	1,107	1,722	13,945	0·02
April	24	33	1,657	2,268	24,661	0·03
Cumulative totals	67		14,132		247,845	0·07
1953						
January	14‡	14	2,136‡	2,136	31,050	0·04
February	11	19	2,448	3,757	23,777	0·03
March	12	20	4,479	5,405	32,998	0·04
April	15	22	2,854	3,626	29,180	0·03
Cumulative totals	52		11,917		117,005	0·03

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL 1954 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to April 1954				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Women's clothing factory workers, Montreal, Que.	1	12	250	Commenced February 23; protesting dismissal of three workers; unterminated.
Miscellaneous Wood Products—				
Furniture factory workers, upholsterers, Vancouver, B.C.	1	40	280	Commenced March 15; protesting removal of basic minimum rate from piece-work schedule; terminated by April 12; replacement and return of workers; in favour of employer.
Metal Products—				
Motor vehicle factory workers, Quebec, Que.	1	79	195	Commenced March 2; for a new agreement providing for increased wages retroactive to Jan. 1-53 and union security, following reference to arbitration board; terminated April 3; partial return of workers; in favour of employer.
Non-Metallic Minerals, Chemicals, etc.—				
Safety glass factory workers, Windsor, Ont.	1	220	4,600	Commenced March 31; for a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to conciliation board; unterminated.
CONSTRUCTION—				
Buildings and structures—				
Building trades workers, St. John's, Nfld.	1	60	840	Commenced March 25; protesting dismissal of four carpenters allegedly for insufficient cause; terminated April 16; return of workers; in favour of employer.
Labourers, Toronto, Ont.	1	[3] 30	60	Commenced March 29; for a union agreement; terminated April 2; negotiations; in favour of workers.
TRADE—				
Wholesale grocery warehouse workers, Victoriaville, Que.	1	53	1,110	Commenced March 4; for a union agreement providing for increased wages, following reference to arbitration board; terminated April 26; negotiations; compromise.
SERVICE—				
Public Administration—				
Road workers, Plantagenet, Ont.	1	26	360	Commenced March 23; for union recognition; terminated April 17; replacement and return of workers; in favour of employer.
Business and Personal—				
Hotel employees, Medicine Hat, Alta.	5	91	2,000	Commenced February 23; for a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to arbitration board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL 1954 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts Commencing During April 1954				
MINING—				
Sodium sulphate miners and mill workers, Ormiston, Sask.	1	51	1,070	Commenced April 1; for a new agreement providing for increased wages and other changes, following reference to conciliation board; unterminated.
MANUFACTURING—				
Miscellaneous Wood Products—				
Sawmill workers, Bagotville, Que.	1	30	390	Commenced April 7; for a new agreement providing for reduced hours from 60 to 50 per week with same take-home pay, following reference to arbitration board; terminated April 22; negotiations; compromise.
Sash and door factory workers, Chicoutimi, Que.	1	24	288	Commenced April 7; for a new agreement providing for reduced hours from 55 to 50 per week with same take-home pay, following reference to arbitration board; terminated April 22; negotiations; compromise.
Sash and door factory workers, Chicoutimi, Que.	1	24	288	Commenced April 7; for a new agreement providing for reduced hours from 55 to 50 per week with same take-home pay, following reference to arbitration board; terminated April 22; negotiations; compromise.
Sawmill workers, Jonquiere, Que.	1	16	240	Commenced April 7; for a new agreement providing for increased wages and reduced hours from 60 to 50 per week with same take-home pay, following reference to arbitration board; terminated April 24; negotiations; compromise.
Sawmill workers, Kenogami, Que.	1	20	270	Commenced April 7; for a new agreement providing for increased wages and reduced hours from 60 to 50 per week with same take-home pay, following reference to arbitration board; terminated April 24; negotiations; compromise.
Sawmill workers, Salmon Arm, B.C.	1	15	30	Commenced April 29; for a new agreement providing for increased wages and pay for two statutory holidays, following reference to conciliation board; and for reinstatement of a dismissed foreman; unterminated.
Metal Products—		[4]		
Motor vehicle factory workers, trimmers, Windsor, Ont.	1	20	15	Commenced April 13; protesting alleged unsafe condition of chain conveyor; terminated April 13; return of workers; in favour of employer.
Foundry workers, Trenton, N.S.	1	64	192	Commenced April 13; protesting dismissal of four workers; terminated April 15; conciliation and negotiations; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL 1954 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During April 1954—Continued				
CONSTRUCTION—				
Buildings and Structures—				
Electricians, Windsor, Ont.	22	300	3,900	Commenced April 6; for a new agreement providing for increased wages and other changes; terminated April 23; return of workers pending negotiations; indefinite.
Welders and helpers, Regina, Sask.	1	[5] 114	1,700	Commenced April 9; for a new agreement providing for subsistence pay of 50 cents per hour and increased wages for helpers; unterminated.
Pipefitters, welders, etc., Regina, Sask.	1	[6] 71	990	Commenced April 12; sympathy with strike of welders and helpers, April 9-54; unterminated.
Carpenters, Corner Brook, Nfld.	2	75	860	Commenced April 14; protesting employment of mainland carpenters when local carpenters unemployed; terminated April 27; negotiations; indefinite, result not reported.
Building trades workers, Windsor, Ont.	.....	[7] 41	200	Commenced April 20; jurisdictional dispute as to whether carpenters or boilermakers should install conveyors; terminated April 26; return of workers pending settlement, indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—				
Electricity and Gas—				
Hydro workers, Lindsay, Ont.	1	12	24	Commenced April 8; for closed shop clause and inclusion of foreman in bargaining unit in union agreement under negotiations; terminated April 9; conciliation; in favour of workers.
TRADE—				
Stationery store clerks, Vancouver, B.C.	2	46	600	Commenced April 13; for new agreements providing for increased wages, closed shop and reduction in apprentice period from four to two years, following reference to conciliation board; unterminated.
SERVICE—				
Public Administration—				
Blind broommakers, St. John's, Nfld.	1	17	68	Commenced April 1; for increased wages; terminated April 7; conciliation; in favour of workers.
Janitors and maintenance men, Langley Prairie, B.C.	19	[8] 20	230	Commenced April 7; for implementation of award of conciliation board for increased wages in new agreement under negotiations; terminated April 22; negotiations; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL 1954 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts Commencing During April 1954—Concluded				
Business and Personal—				
Beverage room employees, Calgary, Alta.	20	183	1,460	Commenced April 22; for implementation of award of arbitration board for reduced hours from 44 to 40 per week with same take-home pay, Rand formula for union dues and extension of vacation plan in new agreement under negotiations; unterminated.
Beverage room employees, Lethbridge, Alta.	7	[9] 51	400	Commenced April 22; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, extension of vacation plan and for welfare plan, following reference to arbitration board; unterminated.
Beverage room employees, Windsor, Ont.	1	8	50	Commenced April 23; for a union agreement providing for increased wages and reduced hours from 54 to 48 per week, following reference to conciliation board; unterminated.
Garage workers, St. John's, Nfld.	11	350	1,300	Commenced April 27; for new agreements providing for increased wages, reduced hours from 50 to 45 per week and other changes; unterminated.
Beverage room employees, Edmonton, Alta.	7	97	385	Commenced April 27; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay and extension of vacation plan, following reference to arbitration board; unterminated.
Beverage room employees, London, Ont.	1	8	16	Commenced April 29; protest against employment of assistant managers; terminated April 30; return of workers; in favour of employer.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

[3] 135 indirectly affected; [4] 2,600 indirectly affected; [5] 87 indirectly affected; [6] 156 indirectly affected; [7] 170 indirectly affected; [8] 59 indirectly affected; [9] 7 indirectly affected.

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Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, at October 1950, July 1951.

Security Provisions in Collective Agreements, Manufacturing Industry, October 1951.

Numbers of Workers Affected by Collective Agreements in Canada, 1950, by Industry, December 1951.

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